

Trainings in prisons

Edited by Anikó Csáki and Mercedes Mészáros 2016

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prisons



This publication has been produced with the financial support of the Erasmus+ Programme of the European Union. The contents of this publication are the sole responsibility of the project partners, above, and can in no way be taken to reflect the views of the European Commission. AUTHORS

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want that government support them for long time. Tomas doesn't want such a life and try every possible way to find a solution.

In order to maintain his motivation for legitimate ways to earn a living, CSF "Garstycios grūdas" once a week provides him a charity - food products, which are enough for Tomas family for 4-5 days.

EXPERTS PERSONAL / PROFESSIONAL COMMENTS

In the rehabilitation process is necessary not only to work with the program, but it is also important to pay attention to a person's employment situation, education, and relationships. It is important to restore or create new: physical, psychological, spiritual, emotional, economic and social status.

It is very important:

- client perception that he have a problem;
- client motivation for change;
- regular individual work with him;
- appropriate goals setting and tenacious its pursuit.

FUTURE PLANS (CLIENT / EXPERT)

The client says, that in the future he want and will try to realize his potential and improve his knowledge and qualification in computer software. He will take care of his family and the environment. Dealing with him, often is talking about courses and learning opportunities, which would help better to integrate into society and improve his own and his family's quality of life.

In order further to strengthen the inner balance, easier to succeed in coping with their thoughts, feelings and actions it was recommended to the client to attend:

- communication groups,
- emotion management activities,
- yoga classes,
- homeopathy and healthy eating workshops.

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Váltó-sáv Alapítvány - HU

Change Lanes Foundation, Mercedes Mészáros

INTRODUCTION – CONTEXT 1.

There are approx. 9 million people in the prison currently, most of them; 2.21 million are in the United States of America. On paper China is the second with 1.65 million inmates, and Russia is the third with 0.67 million. Compare to the population also the United States of America has the most prisoners: 724 people for 100.000 inhabitants. In England and Wales 147 prisoners get to 100.000 inhabitants (this data is situated in the mid-range). The biggest overcrowdings can be found in the Kenyan prisons: there is 343.7% of saturation.¹ Overall, it could be stated that the economical development and the democratic system does not necessary mean that there are less people in prison, as backwardness and dictatorship does not necessarily mean lots of prisoners.

"Prison is the house of the dead" – writes Dostoevsky. People who get there are disclaimed, considered as moral dead, and just some of them manage to "return". All in all, it can be stated: the prison sentence has a huge negative impact on the social relationships of the prisoners. The essence of the totally closed institution – prison – is to take away its members' time and offer them an artificial world in return. Feature of the totally closed institutes is that their social interactions are limited. The essence of the prisoner's re-socialization is that the prisoner gets isolated from the outside world, new regulation and requirements are set. The prisoner gets acquainted with the closed institutional integration's special world of values and norms, with the operation of the prison society and forced to continuously adapt, which is enabled by the acquirement of a specialized knowledge. The impoverished thoughts and problems of the closed community move in a narrow range. Weekdays are the same, dull, and extremely boring, however, it means some kind of safety. Decision withdrawal is painful, but responsibility-free too. The autonomy is deprived, but the prisoner is served, the decisions are made without and instead of the prisoner, which can be very comfortable in several cases, and there is no responsibility. The main "activity" is the expecting of the time's passage. The prisoners' personalities are menaced by deprivation and frustration, the imprisonment has a demoralizing effect. Due to the stigmatization which goes hand in hand with the prison past the reintegration intentions are received reluctantly, which can result on further self-esteem decrease and generates the feeling of having no

community environment, its structure, order, agenda and adapt methods of psychosocial rehabilitation program have helped the client:

- recover from addiction to alcohol and drugs;
- change his life priorities and values;
- learn to manage emotions;
- learn to communicate;
- learn self-confidence;
- change attitudes to work and cooperation with others
- learn personal responsibility
- change attitudes to himself and to others

During living in the rehabilitation community client successfully passed all four stages of change:

1. Consideration
2. Preparation.
3. Action.
4. Support.

PROBLEMS, QUESTIONS, DILEMMAS

Currently the biggest problem for Tomas is the actions of a judicial decision from last conviction. It is a sum of 40,000 Euros. Such a sum requires many years of life and work, so Tomas and we have a big dilemma - how to make "that wolf will be full and the sheep will be healthy."

Currently, Tomas is registered in the labor exchange, which cannot offer him a well-paid job as in a city in which he lives unemployment is very high. His family live from social benefits and 20 Euros per week, which Tomas gets for help on a voluntary basis to repair computers in his friend computers shop.

This problem could be easily solved if the bailiff would be one, but not five like it is now in Tomas case. With one or two bailiffs is possible to reach an agreement, undertaking to pay agreed amount of money per month. With five bailiffs it is impossible to do that, because everyone is require to pay at least 50 Euros, - its means that in total it will be 250 euros per month, when the minimum monthly salary in Lithuania is 325 Euros. Such a situation pushing into desperation most of the former criminals and force them to make a crimes to get money for living or work illegally. For those who are sufficed living from social benefits, this becomes a way of life. They don't want to go to work; they

1) Data of the International Centre for Prison Studies: http://www.prisonstudies.org/highest-to-lowest/prison-population-total?field_region_taxonomy_tid=All, <http://news.bbc.co.uk/2/shared/spl/hi/uk/06/prisons/html/nn2page1.stm>, Date of download: 25/05/2015

During rehabilitation, Tomas became a very good example for many in recovery program. Being the second and third phase he provided counseling to newly arrived rehabilitants and helped them to adapt to the new environment. He taught them to work with a twelve-step program, observe punctuality and discipline. He was one of the leaders in the rehab community who supported a common order. He also helped to organize celebrations and meetings. In terms of preparation to be released, the person said, that he is ready for life in the home environment, ready to take care of his family, work and live in society as full-fledged member. Tomas has come out to freedom in May 2015.

AFTER RELEASE

After his release during the first month Tomas found a job – working as an auxiliary worker. He has consulted and advised his friends about IT and computers issues. He also helped his parents and other family members to repair their flats. He passed a driving test and gained the right to drive a car. After three months seasonal works were over, and now Tomas works in a computer store as a consultant, installing new programs and repairing computers. He said that his greatest life value is his family, so he tries to spend a lot of time together, take care of his wife and son's welfare. Tomas asserts that:

- he does not have a addiction on alcohol or drugs;
- he learnt to enjoy life without alcohol and drugs;
- he increased his self-confidence.

In communication with him always are heard gratitude for the provided knowledge's, lessons learned and all the help he has received from the rehabilitation center staff. He wishfully participates in meetings with other rehabilitants, openly sharing his testimony. He says that feels sorry for the long years of imprisonment and the negative deeds committed in the past.

THE RESULTS, EFFECTS

During living in rehabilitation community Tomas changed his lifestyle, has changed his attitude to people and his interaction with the family and community. He learnt to follow the discipline, to plan his time. Dealing with him, could be noticed a change in his psychological provisions to himself and other people. Tomas learned to listen to other people's opinion. He has become tolerant. He said that manages to accumulate and keep the focus on reading or working. He learned to control and overcome stress and anger.

According foundation staff's opinion, this case is successful. Rehabilitation

chance in the released. The distancing of the majority society from the crime offenders is extremely strong. This mainly comes from the lack of information, since it is about a closed world from every respect. The rejection is symbolically expressed by the wall surrounding the prison, so the closure is exclusion at the same time. It can be stated by examinations analyze the nature of the prisons' operation that the permanent exclusion in a totally closed institution weakens the self-evaluation, self-esteem, ability of independent living, communicative and other social skills of the inmates. Because of the emptiness of the outsider relationships the housing and job-seeking chances decrease, former family relationships and friendships weaken, split up. Thus the improvement of competencies and skills such as decision making, problem solving, communicational skills, self-evaluation, stress management, and assertion of interests for people under the scope of punishment and for people under after-care, so the creation of the subjective criterions for the social reintegration of people releasing from penal institutes are an essential social and educational policy issue. At the same time must be focused on the objective criterions of integration (residency creation, job opportunities, trainings, etc. – employment policy). Moreover, the continuous information of the inhabitants (within this particularly the employers) based on real information is essential in favour of the reduction of unreal fears and prejudices (Csáki-Mészáros, 2010).

The crime offenders who have been sentenced to longer or shorter imprisonment are almost entirely "dropped out" from the social supporting system which hugely effects their further lifestyle and re-criminalization.² Besides, during the different changing-transformation processes the economic-social and/or, the political marginalization deepen, so they almost have no change for the (re)integration. The target group members not only dispose with legal sanction, but also often members of minorities, lost, their institutional and informal relationships are unstable, and their deviant carrier and criminalization go hand in hand with the problematic of homelessness, unemployment, and addiction.

Low education, young average age, poor social and weak labour market status, bad health condition is typical of prisoners/released in general. Deprivation of liberty and prison harms can result on the reinforcement of these disadvantages which is often commensurable to the length of the sentence.

2) Several researches of the Váltó-sáv Alapítvány: Csáki Anikó-Mészáros Mercedes: Possibilities of labour market integration of those who released from prison: does the judicial record discriminate? Prison review, 2012/4., Csáki Anikó-Mészáros Mercedes: CLOSÉ/IN/OUT. Social and labour market integration of prisoners and released. National Employment Foundation, 2011., Csáki Anikó-Mészáros Mercedes-Sponga István: Possibilities of social (re)integration of young adults released from prison. <http://www.valtosav.hu/szakmai.html>. Date of download: 25/05/2015

STATISTICAL DATA – CONTEXT 2.

The Czech, Polish, Slovakian and Hungarian data about the prison population is very similar, the inmate rate of these countries are exceeded the EU member states'. In Hungary according to a data from 31/12/2014 the prison population was 18 062 people, at the end of 2015 this number was 17 711 (a slight decrease can be observed); the 7.51% of this is women (1335 people). According to the data above the rate of imprisoned women has fundamentally not changed in recent years, it is around 7.5%. Only the one and a half percent of all prisoners are juvenile (288 people). Interesting data is that only the 3.47% of juvenile prisoners are women (10 people). Age-wise the total number of people aged 30-39 can be found in the largest number – this can be experienced for many years now.

The decreasing of the number of youth is a trend; however, the number of elderly is increasing similarly to the average population. The 75% of the prison population is finally convicted, mainly spending their punishment in prisons (high, medium, low security system). At the same time slight increment can be observed in case of people sentenced to high security prison. Only medium and low security prison sentence can be imposed in case of juvenile prisoners; in recent years the two security systems move nearly the same level.

The majority of convicted men and women are first offenders; nevertheless the proportion to the total convicts shows a slow decrease year by year, which at the same time means the growth of the proportion of different type of repeated offenders. In the case of juvenile offenders the dominancy of first offenders can be unambiguously observed.

In respect of the sentence imposed it can be said that the 1-2 years of imprisonment is the most typical. However, the average duration of imposed penalties is higher. It is very typical that the small judgements (barely 1 year) are decreasing; the big judgements tend to increase. The formation of life imprisonment is worth emphasizing which increased 35% in 5 years. In case of juvenile the picture is more unified: imposition of 1-2 year judgement is common. The number of foreign citizens is 4% of the total headcounts; half of them are from the union's countries.

The fullness in Hungarian prisons is 141% in general.³

From the comparison of typical crime and age it can be seen that as the age number progresses the proportion of violent crimes decreases and the num-

rent environment, which also requires the following skills. Feeling and knowing that he is flexible and capable in communication, also is able to establish and maintain contacts with various people, he had no doubt, that in the new working team for him will be easy to communicate with colleagues. He also believed that could very successfully work in management positions, where he will also contribute to his ability to communicate.

During rehabilitation period Tomas married and regularly have met with his wife and son, who visited him in prison. He said that their interpersonal relationships become more stable, that family support is very important for his recovery and new life process. In addition, the community has organized various festivals and events that allowed him to restore or further strengthen family relationships. One of such events was the Open Doors Day, during which a client participated, together with members of his family - wife, mother, brother. According to Tomas, the family participation in such event and full support for him is one of the most important and the most motivating factor to abandon bad habits and change his life fundamentally.

RELEASE TO FREEDOM

Approaching Tomas release from prison, has been working on specific issues:

- job search,
- learning to write a resume;
- learning to write a motivation letter;
- learning to introduce himself to a potential employer during the personal interview and properly reply to the questions, that will be asked;
- learning to work in a team, what will give knowledge about how to cope with conflict situations;
- take responsibility and admit responsibility for the made mistakes;
- observe punctuality and discipline.
- have been discussed the specific objectives and plans for the future - detailed every possible case.
- have been discussed new client roles:
 - father,
 - spouse,
 - member of society,
 - friend.

3) <http://bv.gov.hu/download/d/71/f0000/A%20B%C3%BCntet%C3%A9s-v%C3%A9grehaj%C3%A1si%20Szervezet%20%C3%89vk%C3%B6nyve%202014.pdf> Date of download: 16/01/2016

and dutifulness skills). The client was educated on Christian and healthy family values basis, taught to live and act in accordance with spiritual principles.

As for Tomas behavior, it can be said that he was motivated to change his attitudes and behavior, tried to learn to respect the agenda and basic order, to plan his time, to pursue personal goals.

During the lectures, he met with the new values (honesty, responsibility, duty, openness, goodwill, etc.). In his agenda he was recommended to include:

- books reading,
- sport,
- work with computer programs,
- traffic rules learning,
- therapeutic groups,
- spiritual development.

By participating in the program Tomas taught plasterer, decorator and carpenter specialties, attended computer literacy, legal literacy and English language courses. Motivation to learn was great and it helped to learn easily and with considerable curiosity. Tomas was very pleased with all the trainings and he thought that it was a very useful experience and knowledge that will be useful in the future. He was glad that managed to absorb all the material and did not need to fall behind on learning course.

During this training process there was also discussion about attractive and fair working sides, offered to consider and assess how life would change if Tomas will succeed to implement this in real life.

This way was formed and strengthened the motivation to work and earnings honest way. In addition, with Tomas was discussed how to develop its integration into the working team, working relationships and support skills. Since he had very clearly expressed organizational and managerial qualities, a flexible thinking and always managed to find a compromise, could very easy to communicate with people, it was discussed during the consultations some networking and communication methods in a specific environment and team. During the consultations was very clearly visible his organizational and diplomatic skills that perfectly helps to solve conflict situations regardless of where they arise. Tomas cheerful character even better improved its in communication. Therefore, there was spoken about certain unintended conflict sides in completely new environment. He was very satisfied with what he have learnt and mentioned that a number of new ways he really will be able to apply in the cur-

ber of other, so not violent and not against property crimes more and more increases. Recidivist can mostly be found among the people with primary school education. At the same time it can be observed that the number of recidivist decreases and the number of first offenders increases from the vocational school qualifications to the higher educational qualifications.

The biggest proportion of recidivist is prisoners between 35-45 years.

PRISON – EDUCATION/TRAINING

From the 2013 research of RAND Corporation – this examined the connection of prison education and recidivism – the following results born:

- „Correctional education improves inmates' chances of not returning to prison.
- Inmates who participate in correctional education programs had 43 percent lower odds of recidivism than those who did not. This translates to a reduction in the risk of recidivism of 13 percentage points.
- It may improve their chances of obtaining employment after release. The odds of obtaining employment post-release among inmates who participated in correctional education were 13 percent higher than the odds for those who did not participate in correctional education.
- Inmates exposed to computer-assisted instruction learned slightly more in reading and substantially more in math in the same amount of instructional time.
- Providing correctional education can be cost-effective when it comes to reducing recidivism"⁴

It is not a question for the Hungarian prison service that education-training plays a key role on the prevention of recidivism. Nonetheless, compared to the total numbers of prisoners the numbers are low, since on the 2014/2015 academic year 3102 people (17%) were involved in trainings, 1083 people from this is in primary school education, 858 people in secondary school education, while 1131 people participated in vocational training and 30 people carried their higher educational studies among the walls of the closed institutes.

In Hungary in the recent years related to the subject the following large volume project has been implemented: The multistage, social and labour

4) Evaluating the Effectiveness of Correctional Education. A Meta-Analysis of Programs That Provide Education to Incarcerated Adults by Lois M. Davis, Robert Bozick, Jennifer L. Steele, Jessica Saunders, Jeremy N. V. Miles. http://www.rand.org/pubs/research_reports/RR266.html Date of download: 17/01/2016

market reintegration and the intense after-care model of prisoners (TÁ-MOP-5.6.3-12/1-2012-0001) priority project (implementation period: 01/12/2012 - 31/10/2015., location: all penal institutes in Hungary) it worked toward to evolve a complex service structure in order to redound the labour market reintegration of the target group (convicts, those in preventive custody, those in involuntary treatment) and decrease the risk of convicts' reoffending. Whereas the social and labour market re/integration closely related and can't be separated from each other, the programme also pursued to evolve a reintegration helping service system, which is nationwide unified and even can be resorted by the total prison population.⁵

According to the data of the closing publication 5771 people were involved in the programme (31/08/2015., this is approx. the 32% of prisoners) 1007 people were participated on the trainings from this (17.4% of the involved), 982 people got a certificate (17% of the involved). 2181 people finished other trainings (38% of the involved).

The vocational trainings, especially the attainment of marketable professions considered to be particularly important by the nationwide, priority project. In the closing publication the following can be read: "The primary concern of choosing the professions was to fit to the given region's labour market outlet and to the shortage occupations, thus helping latch on to the word of work prepared with acquired knowledge and with higher chance after release.

In the priority project countrywide 70 vocational trainings realized in 29 penal institutes. According to the available documents the most popular professions (nevertheless unfortunately it's not revealed by who found these the most popular. The inmates or those who worked with them – prison service – since this is often not the same...) are the following ones:

- operator of constructional and material handling machine (forklift driver specialty)
- property maintainer and administrator
- joinery repairer
- kitchen assistant
- housepainter
- woodworking machine operator
- IT induction basic training.

From our point of view in respect of the prisoners' integration the priority project as a model project truly pursued for the formation of complexity and

- a personal point of view,
- everyday actions and behavior,
- real-life position.

The client has been trained and advised on various issues:

- health,
- addictions,
- a healthy lifestyle,
- a family creation,
- interpersonal relations,
- communication,
- own image creation,
- other important and relevant questions to him.

Trying to help to solve Tomas's problem of addiction, there has been adjust the twelve-step program. He wrote every step independently (rising uncertainty has been consulted) and then are reporting in detail for each step. In the exam attended the rehabilitation center staff and the older phase rehabilitation members. It has been discussed every issue, verifiable program participant theoretical knowledge. Tomas also wrote his "Life analysis", in which:

- start - his childhood years,
- memories and experiences in the childhood family,
- kindergarden,
- school,
- discusses the period of adolescence,
- interaction with peers,
- memorable cases,
- bullying;
- the first cases of intoxication,
- relationships with parents, teachers,
- first offense convictions,
- detention periods,
- other important issues.

Tomas attended lectures, read in the rehabilitation center, visited psychotherapy groups (art therapy, self-help groups) were taught social skills (there were developing communication, stress management, punctuality, responsibility

⁵ http://www.tettprogram.hu/uploads/zarokiadvany_TAMOP_TETT_A5_2015.pdf. Date of download: 16/01/2016

Self-study methods:

- g) „Life analysis" writing and discussion;
- h) Reflection writing and discussion.
- i) Bibliotherapy (recommended books for personal reading, then discuss with a psychologist or social worker);
- j) introspection - daily self-examination tables, filling blogs and analysis;
- k) individual work with self - auto therapy (a 12-step).

PREPARATION FOR RELEASE TO FREEDOM

During individual consultations psychologist, a social worker and arecruitment consultant discussed with client was about gender equality in the following areas:

- a) the main obstacles of gender equality aspects integration;
- b) social policy and gender equality, combining family and career;
- c) gender equality in the labor market;
- d) gender assessment of the situation in society;
- e) gender equality principles.

During the consultation process, he said that this phenomenon is already very widespread in Lithuania and it is necessary and timely process. He also thinks that the only obstacle to the achievement of equality in the labor market is a strong-established approach to women in society. He also believes that in the family should be equal distribution of roles caring for the family and finances, as well as career advancement. And this is the only way to achieve harmony in the family.

During individual consultations, communication was friendly, cordial and open, often managed to find compromises and appropriate new ways to achieve his goals, which are match with the current social situation and opportunities. His motivation for rehabilitation program and work with specialists was really high. Along with him it was planned personal schedule and new learning tasks. It was working with clients adjusting intervention in the following areas:

- emotional sphere,
- anger management,
- dealing with specific situations,

structure and for the efficient operation, but the number of those who appeared in concrete vocational trainings compares to the total prisoner population and even to the number of involved is very low. Nowadays in Hungary the supply and demand in the labour market doesn't meet/match, especially not in regional/county level. Consequently, in the case of vocational trainings the task can't be undertaken by such a special institute/institutional system like penal service, even if several organizations (even at national level) cooperate, because the penal institute's position and the prisoner's geographical location is usually/very often different. The labour market analyses often "retroactively" made, there is no such list which contains the present marketable professions. Trends can be detected,⁶ forecasts can be made from national surveys, but it is hard to state that for instance the profession room painter is really a marketable profession or skill shortage. But perhaps in the case of this profession it can be predicted that if the person has experience it's very likely he/she will be able to settle down. So if the person worked before he/she can exhibit some kind of experience which is only occur in rare cases with people released from penal institutes.⁷

In the case of the listed "most popular" professions the question of whether the labour market value of the given profession is high or not comes up multiple times (for instance the IT induction basic training, since nowadays the IT knowledge has become a key or transversal competency, it is needed in every field of our lives, it is not possible to find employment only with it, especially not when it is an "induction" and "basic training").

In addition, the existence of so-called clear, registration-free criminal record is almost indispensable (e.g.: it is definitely needed in the case of property maintainer and administrator).⁸ The aim of our research between 2010 and 2011 was to map the disposed chances of the target group in the labour market with the lack of criminal record, moreover, we examined the different sectors where the criminal record is inevitably needed or not. It is worthy to consider this respect in point of the low educated inmate population's vocational trainings – as long as we think about a system – we should prefer the organization of trainings which correspond to the real chances and situation in the case of this absolutely vulnerable target group in the labour market.⁹

The priority project's final report pans out about the importance and role of skill and ability development trainings in the (re)integration and vocational trainings. The priority goal of these are the development of self-knowledge and

⁶ <http://www.pbkik.hu/hu/szakkepzes-mesterkepzes/cikkek/melyek-a-piackepzes-szakmak-a-szakkepzo-iskolat-vezettek-iranti-kereslet-es-kinalat-2013-ban-varhato-alakulasa-62770>. Date of download: 16/01/2016

⁷ Of course there are always exceptions: a 28-year-old convicted released from a high security system prison has already got into the penal institution 20 years old with a room painting, wallpapering qualification, he almost immediately started to work and he worked in his profession during his whole punishment. Thus after his release he could started to work in a small enterprise.

⁸ According to the operative Hungarian regulation the people who have committed the crimes - in that particular case – can be hit by disadvantageous legal consequences even after serving their prison service, because they are considered to be prior convicted (don't have a clear, registration-free criminal record). Exempting of these disadvantageous legal consequences may happen only under certain conditions.

communication, the recognition of conflict-handling and lifestyle techniques, the acquirement of aggression-management. Moreover, further competency development¹⁰ trainings came out, such as: key skill development, teaching job search techniques, furthermore, job search consultancy (this latter is not training, but guidance).

Based on our practical experience since 2002 we still see as a problem that in case of vocational education basic competencies are missing, those which make difficult/impossible the training (reading comprehension, mathematical competencies, learning methodology knowledge, etc.).

Some remarkable initiatives what only concern few penal institutes or a limited period of time. Some programme without being exhaustive:

In 2014 a guide dog training made by prisoners generated interest even at an international level. The project operated in a rural penal institute (Szirmabesenyő) with the involvement of four juvenile inmates. According to the training routine elaborated by the Hungarian National Association of Blind and Visually Impaired the aim of the realizing puppy-raising programme is to the puppies meet with more and more stimulus and objects, until they return to the training school. The personality evolution, self-evaluation and other competencies of the prisoners were significantly developed, positively affected by the relationship and care with pets.¹¹

Based on the Touchstones¹² programme the Public School NGO started a 12-week course in one of the capital's penal institutes in 2015. Similarly to the Touchstone programme the organization's co-workers proceeded from the basis of not only the knowledge and thinking about our society and the prevailing economic-political processes as well as the relating fundamental moral questions, but also for the enforcement of the rules and working are important for the active social participation. It was thought that the prisoners can easier understand the processes taking place in the society around them, and the prevailing social-political relations by the knowledge related to the formation and consequences of social inequalities, thus they may reintegrate to this social environment easier and more successfully after their release. During the preparation its own reading book was made by the Public School which consisted of the most important sociological texts' a few pages long, easy-to-understand, Hungarian summaries about the formation and reproduction of the social inequalities (The texts of inter alia Pierre Bourdieu, Loic Wacquant,

9) Csáki Anikó-Mészáros Mercedes: Possibilities of labour market integration of those who released from prison: does the judicial record discriminate? http://www.valtosav.hu/pdf/bortonugyi_szemle_2012_4.pdf. Date of download: 20/01/2016

10) „Development of key skills: Redounding on the recognition and acquiring the knowledge for development of not profession related skills whereby the person can more successfully enter into the world of work.” Obviously the aim of a final report the presentment of the total project, the showing of every programme components is not a goal; nonetheless the sentence above is relatively broad, therefore hard to understand. So actually what kind of knowledge's mediation happens, and exactly which competencies' development got emphasized?

11) <http://bv.gov.hu/download/d/71/f000/A%20B%C3%BCntet%C3%A9s-v%C3%A9grehaj%C3%A1si%20Szervezet%20%C3%89vk%C3%B6nyve%202014.pdf>. Date of download: 16/01/2016

12) <http://www.touchstones.org/prison-programs/>. Date of download: 20/01/2016

of the client is a key area which requires biggest changes, was decided to continue go deeper into how it can be changed. In addition, Tomas still needed formal education program due to the lack of education. Also he should learn social skills and change criminal thinking through participation in the program. It was proposed to pay more attention to communication skills development. He believes that during program period gained values will help him to improve personal life.

After assessment of current psycho-social problems the client was offered a program that includes:

1. Social skills program.
2. 12-steps program.
3. The program in a virtual environment – „Integration of convicts into the society.
4. A relapse prevention program.
5. The daily self-examination program.
6. Formal plasterer and decorator trainings. And later - carpenter profession theoretical and practical training.
7. Informal legal literacy, English language and computer literacy training.
8. Joiner mentoring program.

THE PROGRAMS USE THE FOLLOWING METHODS:

- a) A group psychotherapy (a deeper understanding of self and others);
- b) Self-help group (addiction treatment);
- c) Art therapy (deeper self and other cognition, problems understanding);
- d) Autogenic training (psycho emotional state stabilization);
- e) Lectures / seminars (to provide knowledge on various issues, such as, communication, constructive behavior, gender equality, healthy lifestyles, etc. to the client);
- f) Individual counseling and group sessions (“Convicts integration into society” program uptake in the virtual environment, professional mentoring, family relationships recreation; psychologists, social workers, recruitment consultant);

- character features;
- attitudes to himself and others;
- the ability to communicate;
- the ability to solve personal problems;
- the ability to cope with stress in a constructive way;
- the expectations for the program.

During the consultations, discussing the client's personal character and character features, he said:

- that his character is highly impulsive;
- that for him it remains difficult to control his emotions;
- that he is characterized by frequent frustration;
- to overcome the frustrations he succeeds only with alcohol and drug using.

During individual psychologist and social worker consultations was found that:

- the client characterized by frequent outbursts of anger, accompanied by aggressive behavior (physical violence is typical in his biography);
- distrust of the people very often becomes a big stumbling obstacle for him;
- the client is not willing to risk in communication, so soon he may become a closed and defensive person, depending on the situation;
- the client does not know how to plan his time and agenda, so often fail to accomplish the work to the end;
- client behavior often is spontaneous, unpredictable and reckless.

According to the reasons mentioned above were:

- analyzed possible ways of solving problems;
- assessed personal motivation to change under the proposed program;
- assessed the client's ability to deal with his own psychosocial problems.

Through evaluation of the client's decision to seek education and acquire a new profession was felt that his desire to learn and curiosity is really significant, because he shows initiative to participate in all trainings. In this learning process he sees big perspectives, as well as very apparently it relates to the further planned activities, which will help to provide him with material and provide an opportunity to improve personal life. When it was found that character

Iris Marion Young and Amartya Sen, and several Hungarian social scientist and practical experts can be found in the processed literature). In the course of the training the following subjects were treated: social exclusion and oppression; work: geographical and housing inequalities; school segregation, the inequalities of accessing to the knowledge and information; ethnical inequalities; imprisonment and criminalization; inequalities between sexes; social inequalities worldwide; cultural and symbolical inequalities. The prisoners received the training with great interest and happily participated. The majority read the assigned readings week by week and actively participated on the sessions – shared their opinions with each other, debated, and they asked more and more questions. According to the trainers' experiences the pedagogical practise what they used worked extremely well, which was in course of the conversations they always proceed from the participants' own personal experiences and through these, invoking the readings got to the more general, theoretical conclusions. This method helped the participants to understand the most complex social-political connections while it could hold their interest in the long run.¹³

Overall, there are remarkable intentions for the prisoners' social and labour market (re)integration and now this is thought over and tried to be realized in a system, in a model project in Hungary. Nevertheless the consideration of embedding in a bigger social/legislative system is still a shortage (question of criminal record), moreover, several didactic-methodical problem can come up in the case of trainings. Beside the priority project's positive experiences the following problems are perceived by the Váltó-sáv Alapítvány in course of the prison trainings: a) the question of labour market supply and demand, b) the geographical location of the penal institute and the different geographical position of the release, c) fast vocational trainings: there is no/little practice; there is no/little secure knowledge, because of the standard of the trainings and the security of the penal institute, d) in the case of vocational trainings: basic competencies are missing, without these the training is really hard/impossible (reading comprehension, mathematical competencies, learning methodology knowledge, etc.), e) the labour market value of the trainings based on 8. and 10. grades are different, f) the taking of the school leaving exam is hardly supported (long, not cost effective, not really "spectacular/showy" – although reintegration-wise it is subjectively more efficient), g) alternative learning methodology is not/poorly supported (person-centred, individualized learning ways, e-learning, etc.), h) the trainers, teachers teaching in penal institutes not/poorly prepared for the special target group, from the point of didactics

13) <http://www.kozeletiskolaja.hu/post/tarsadalmi-egyenlotlensegek-kepzes-egy-magyar-bortonben>. Date of download: 20/01/2016

and methodology, i) lack of digital competencies of the target group (at the same time the lack of other opportunities), j) scarce methodological repertoire because of the special location (limited possibilities e.g., e-learning, verbal communication and printed materials are preferred or low security risk trainings, k) lack of foreign language trainings (lack of opportunities), m) project approach on education/trainings.

The Váltó-sáv Alapítvány

(Change Lanes Foundation)

The Váltó-sáv Alapítvány is a nationally operating, civil organization supporting the social and labour market reintegration of people under and after detention, disadvantaged/marginalized people, deviants, people in vulnerable groups and their relatives (from 2002). The programmes achieved in penal institutes (e. g. Freedom is on focus: preparation group for release), penal institutes and after release (e.g. Competency development), and after release (e. g. job coaching programme). The base of our method is "throughcare", and the helping/supporting relationship (civil support system), but we are working with a wide methodological repertoire ("more methods instead of one method"). Several trainings, educational programmes are achieved on penal institutes (and after release) by the Váltó-sáv Alapítvány: a) accredited adult education programmes: Competencies on focus – competency development (20 hours, 5 competency areas: reading comprehension/communication, mathematics, thinking/problem solving, learning methodology, social and life management), Communicational and self-awareness training – 30 hours, Peer counselling training – 30 hours, Tolerance strengthening, anti-discrimination training – 10 hours, Digital competency development – 50 hours; b) competency development in group (e.g. Freedom is on focus – preparation for release, Working is on focus – labour market knowledge, etc.); c) personal competency developments (Váltó-sáv Information Base, job coaching programme), d) art therapies, personality development (literature, creative writing, /board/game therapy); e) Váltó (Changing) Programme – the unit of high school studies and helping/supporting work. We think that in helping work the education/training method is the key point of reintegration.

Good practice (Váltó-sáv Alapítvány): „CHANGEOVER” Reintegration programme for prisoners/released (TÁMOP-5.6.1.A-11/1-2011-0002, project time: 01/09/2011 – 30/07/2014)

FILE

REASONS OF PARTICIPATION IN THE PROGRAM

To the rehabilitation program Tomas came:

- leading by wish to recover from addiction to alcohol and drugs;
- to change his life priorities and values;
- to learn to control his emotions;
- to learn to communicate;
- to learn bigger self-confidence;
- to change his attitude to work and cooperation with others;
- to learn personal responsibility
- to change attitude to himself and to others.

The client said that he does not want to continue his criminal career, he tired from the long years of imprisonment (this time he served a sentence for the third time, and the current imprisonment was for 12 years). Motivational interview revealed that Tomas have used to solve his problems very impulsive, his decisions were made inadequately, very hastily, and has been made a lot of mistakes that brought a lot of negative consequences. He said that his decision was made with ignoring others people's opinions or expectations, or the general public norms.

During the consultation process it became clear that Tomas cares about relationships with his relatives, because at the current time some of them had already been broken.

By participating in the program client, created a family, and expressed a desire to gain knowledge of the family relationship issues, because he doesn't have that kind of experience and his parents' relationship to him is a bad example.

WORKING WITH THE PRISON CASE

Working with Tomas case began with his psychological and social diagnosis. It has been analyzed in detail and assessed the participant:

- abilities;
- competencies;
- personal achievements;

the environment and his way of criminal lifestyle. To that circumstances also contributed the prison subculture and criminal school and experience. After 8 months of life in the freedom Tomas was arrested again and sentenced to 7 years of imprisonment in the high security prison, where he met his father. It is wrapped around a vicious circle of life - freedom, unemployment, the same circle of friends, criminal way and life in prison. Client has not spent entire 7-year sentence in prison, because then he was released prematurely 1 year and 6 months under conditional release. However, he spent in the freedom only 2 years and 3 months. He was arrested again and sentenced to 12 years' imprisonment for drug distribution. During this sentence, after four years, Tomas has requested to take him to a rehabilitation center, in which he has spent 5 years.

HUMAN RESOURCES

The strongest Tomas skill and ability is his eloquence, which helped him both in the criminal life, as well as in the rehabilitation program, in which Tomas has been encouraged to live according to the values and spiritual principles. Before rehabilitation client's eloquence had a negative side. Although Tomas quickly could find a common language with any person, and often even to get benefits from it, but he do not be able to listen, to oppose in a right way, to finish the conversation or stop talking in time. He talked nonstop, and it often became a monologue, which immediately become not only boring, but also repugnant. Therefore, one of the rehabilitation program's goal for him was to learn how to use this feature in positive and constructive way. With rehabilitation workers help Tomas reached a great success, because that skill helped him to become a community leader and provide significant contribution by helping other rehab members as well as developing community rehabilitation policy and image.

In the freedom Tomas perfectly used his computer skills and the ability to communicate with people, because he found a favorite occupation of computers and phones store-rule. His patience and thoroughness enabled him to gain more knowledge and confidence in this area.

During the program Tomas independently studied the driving theoretical knowledge, what helped him in the freedom successfully passed the theoretical and practical driving test. With the help of relatives he bought a car, which brings benefit to his family, because with the car he can bring a food charity 40 km away, also household items, that someone gives for free. Tomas also collects metal in big quantities from villages and sells it.

The CHANGEOVER project was a complex and integrated social/training/educational/labour market/housing/employment programme for prisoners/released. The project materialized with the cooperation of several organization/trades (two penal institutes in Budapest/capital, furthermore two NGOs, and more other cooperating partners) and with the synergy of supportive and educative elements. Main activities: personal mentor system, competency development (methodological, social/life management, mathematical and reading comprehension/communicational fields), secondary school education, NQR trainings (cook, office assistant), half place house programme (housing opportunity after release), employment of the target group and keeping them in work (job coaching).

The first element of the project was selection/recruitment (the application guidelines touched upon that the training/preparation in prison for release can only happen within the region – Central Hungarian Region – in addition, only people who release on that region, and take a job can be regarded as efficient indicators). Obviously from our point of view the main aspects of involvement were the measurement of motivation and discover of the cooperation opportunities (inmate – civil organization). Additionally, competency development groups were held, we tried to develop the competencies needed for vocational trainings (in the first instance native, mathematical, methodological). In parallel with the NQR trainings, general secondary school education was taken place as well. Every involved target group member (18 people) got their 10th grade during the project time.

In case of the selection of the vocational trainings main aspects were our everyday experience (in connection with the clients' job search) and our research as well (which are those employment areas where the criminal record is not/less needed?). According to the result of our research on the one hand catering is a field where is constant demand for qualified cooks, on the other hand we chose office assistant training, due to the opportunity of digital competency development (since this couldn't realize elsewhere within the walls of a penal institute), and because of after asking several NGOs they indicated that they would willingly employ those released from prison for office data processing.

From the 18 people even 9 people got cook, 9 people got office assistant qualification in the penal institute, before their release.

Both in case of vocational trainings and secondary school education learning assistant was necessary, since people with criminal lifestyle have little learning routine, experience, their frustration tolerance is low, they have not achieved a lot success in the field of learning so far, what does not bring fast results can pay off on the long run – but this requires the ability of foresight, and the future-orientated, long-run thinking which is missing for the target group members. The learning assistant extended for the practising of the IT knowledge (the IT equipments could be used exclusively in our presence; this profession's significant proportion is from routine/practice).

In case of the project involved target group members individual case management (mentor programme) took place too which meant the mapping of life chances after release, all in all the planning (which is also not a routine for prisoners/released).

8 people enlisted our so-called half place house programme after release, with the aim and function of complex supply support where four keystones (housing, social relationships, labour-market services, training/education) occur together, synergistically and where the psychosocial support and care gets highly emphasized. Based on our concept the half place house is such a protected environment where their residents can consider themselves as a independent, free people with the opportunity of making decision, but they are still in cooperation with the NGO and/or helper chosen by them. People living in the half place house have to search for a job (they get help on this), have to take a job and have to keep it (with the help of our job coaching service).

Accordingly to their professions 12 people got a job from the 18 (5 people are cooks and 7 people are office assistants). And 5 people's certified that their employment relationship exceeded 6 months (until 31/10/2015).¹⁴

To sum it up, our realization is that a long term materialized programme's integration value is definitely high, even if the person can't settle down in their qualification's job. Eventually the essence is the recognition/acquisition of the majority society's values and norms following behaviour, the prevention of recidivism and the formation of law-abiding behaviour. And all in all, this seems to fulfil with the complex service.

According to the plans the nation-wide priority project will continue with EU and national co-financing in the future (Growing knowledge capital, Human

¹⁴ The "certified" means that he brought in his employment contract, we copied and preserved it. More people worked, but didn't show their employment contract (they may lose it or not get it, etc.), or didn't find a job accordance with their qualification (which in our interpretation is not a problem because they may realize that this profession didn't fit for them after the training, so got another kind of job).

pay attention to him, as well as rebellion against the rules, requirements, and perhaps even the inner expression of discontent. The first crimes began in adolescence years; theft, violence, robbery, drugs distribution and the first person's isolation from society. For several years Tomas spent in juvenile correctional facility.

Till rehabilitation period Tomas has ended 6 classes of average education level. Mostly Tomas was interested in computers and computer programs. This ability predetermined current working area in his life. Currently his material status is low, because he has big financial liabilities laid down by the law.

MOTIVATION

To the rehabilitation program Tomas arrived having clear goals and wishes. These motivations have driven him most to achieve his aims. The most important need he held wish to change the direction of his life – to live:

- rightly;
- neatly;
- without crimes;
- in the family with wife and children's;
- at his own flat or house;
- without addictions;
- taking responsibility for his own health and life;
- dealing with life challenges and problems without alcohol and drugs.

During communicating and working with Tomas, it was possible to understand and see his persistent pursuit of goals in spite of the disappointments and frustrations. Family and community helped him not to give up even in the most difficult moments.

CRIMINAL CAREER

Tomas criminal career began in the childhood, when he was caught stealing from the store for many times and has been added to the inspectorate of minors, and later (17 years old) convicted for robbery for 4 years. First year of the sentence he spent in the juvenile prison, and later was moved to the enhanced regime prison for adults.

After a penalty he spent only 8 months in freedom, because he didn't' changed

not satisfied him, so he used to earn money by criminal ways (theft, robbery, illegal trade, drug distribution).

Tomas likes to repair computers, recording new programs. During communication with him, it was possible to realize that for Tomas is difficult to work in a team, because mostly he wanted to take a leader position, so it was difficult to find compromise solutions in many situations. The client claimed that he could not bind himself to go to work in time and work for 8 hours. Moreover, responsibility, honesty, dutifulness, was completely strange and unacceptable values for him.

KNOWLEDGE, EXPERIENCE, SKILLS, ABILITIES AND COMPETENCIES

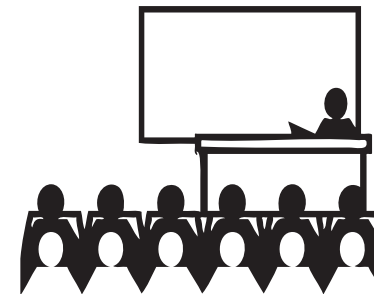
Most of Tomas experience and knowledge arose from street and criminal life and also the period spent in prison. His formal education is very low and the professional knowledge is also in minimum level. In spite of that, Tomas had a good eloquence and organizational skills, which were very helpful for him in the criminal world. Drug selling experience taught him to establish and maintain contacts useful to him. To foresee people's behavior, assess risk and avoid unprofitable solutions. Because of the constant stress with which he had to face during the criminal lifestyle, he was well prepared for both the psychological as well as physical pain. The nature of crimes he has made showed that he tends to take risks, to act decisively and bravely. These features also helped him survive in prison and to entrench there as a leader. It was the main ant the best developed his skills, that is why so many formal and informal training for him were completely new. He quickly became interested in computer hardware and paying a lot of time to it, Tomas become competent computer and software expert and master. He did not like book reading and learning from them, so mostly he used to learn through practice.

SOCIAL STATUS

At a time when the client was taken to a rehabilitation program in correctional facility he had already spent 4 years.

Working with Tomas, it was found that his school learning advance was very poor, there was no support and help from his parents' side. For regressive behavior, Tomas was often discussed in the school community. The client said that the parents did not try to cooperate with the school, missed the class meetings. Unpredictable behavior often was determined by desire to

Resources Development Operative Programme 1. priority, The reintegration of prisoners). Our organization continues the teaching-training, developer activity in case of the target group of disadvantaged, vulnerable, offender, prisoners and released in prisons and after release.



Zoli, 29 years old

Case study

Váltó-sáv Alapítvány-HU, Anna Gál

PERSONAL DATA

Name: ZOLI

Date of birth: 1987

Family status: single

Educational attainment: 10 grades

DIAGNOSIS

PHYSICAL AND HEALTH CONDITION

ZOLI pays attention to his physical condition, likes exercising. He had worked out with his cellmates and had regularly taken part in football games in the prison.

During his imprisonment he has complained about toothache several times. It has not changed with the release; therefore he has often visited the dentist because of his inflamed tooth.

After release he had difficulties with sleeping, which I thought first as one of the symptoms of the after release crisis, but the problem still exists, maintained by his irregular life rhythm.

During imprisonment his psychic condition was taut, he was unpeaceful and it was difficult for him to have command of his passion and anger. After release, like everyone else, he also took part in a psychological test to be diagnosed with concentration disorder and susceptibility to schizophrenia. He did not want to participate on further consultations.

The client was a teenager when he first met drugs. Initially, he had used weed which had been found in his life until the beginning of his sentence in prison. Occasionally, he also resorted to stimulant drugs in order to be awake in the daytime after an all-nighter.

In his case, we can also talk about problematic alcohol consumption, because according to him, he got into unpleasant situations several times because of

circle, which is destructive effects his body," recalls a client. Tomas actively participated in the "Smoking and Health" workshops, which helped him get the knowledge about the active and passive smoking and its harmful effects to the body. It also helped him more quickly to make a decision to quit smoking.

The client said that his health condition has got better markedly, now he feels lighter breathing and no longer feel the gravity of breath when he climbing stairs. He noticed positive changes in the skin, also has gained more self-confidence. Moreover, he is able more successfully control his emotions, experience less frequent outbursts of anger.

Tomas told that his father often used alcohol, smoked in the house. Equating himself with his father, and searching friends support, Tomas began to use psychoactive substances in teenage years. The first experience of smoking and drinking are remembered from 13 -14 years. Also he started to smoke marijuana. He had early sexual experience, frequent partners changed. It can be assumed that sexually transmitted diseases are possible.

Physical activity and sport weren't uninteresting for Tomas, he propagate only a rapid walking. He said that in the prison he went through a food shortage, so sometimes he had stomatitis illness. He said that for him was well known epigastric pain, which was caused by unhealthy food. In addition, he often had to face stressful situations and survive them, what could also predispose stomach ailments.

Tomas did not mention about sleep problems. During living in the community, he has followed the daily routine. He mentioned that the quality of sleep is very important for him, without eight hours of sleep he felt bad. In addition, since the clients had frequent psycho-emotional stress followed by fatigue, his need for sleep was stronger.

The approach to the disease: He managed adequately to deal with disease problems. Typical periodic mood swings, emotional instability, frequent outbursts of anger. The reporting rate of anxiety about the future prospects dominated the positive attitude with regard to rehabilitation, and to professionals providing help.

WORK EXPERIENCE

Tomas work experience is small - it is almost at a standstill. His personal career is criminal lifestyle. His education is only six classes, so job offers for him in the job market is very narrow, at best only helper with minimum wage. This is

Tomas, 38 years old Case study

LPF "Garstycios grūdas" – LT,
Stefa Kondrotienė, Jaunius Mincevičius, Gitana Steponavičienė

KEY DATA

Name - Tomas

Code - SADM-02-1

Birth place– Kaunas, Lithuania

Marital status - single (married, already being in rehabilitation)

Education - 6 class (being in rehabilitation, finished 9 classes)

The rehabilitation period in prison - 5 years

DIAGNOSIS

The physical health of the client

In accordance with Tomas medical card data, it can be said that the client has no major health problems. Chronic diseases were unmarked. Specific only in the cold season recurred upper respiratory tract catars. Noted only gastric mucosal inflammation. He had several tattoos; in hand area were some cutting scars. By the subjective assessment of the client's health state can be said that it is good. Tomas said that he doesn't have health problems, except periodically recurring headaches and stomach ailments. The client said that he started to take care of his health only in rehabilitation center, before his own health or healthy lifestyle skills were not relevant for him. He never visited medical institutions, failing to carry out health checks, participated in the prevention of cancer screening. Dealing with Tomas has been revealed that personal self-care skills were not formed in his childhood. Therefore, hygiene skills and knowledge is very poor.

It is important to mention that in the rehabilitation center where Tomas arrived he was having addiction to nicotine, but with the rehabilitation community help and his own efforts he gave up this addiction. Tomas said that his smoking experience was very big, daily he have smoked about 10-15 cigarettes. "Emotional instability often been inhibited by nicotine, but this is just a vicious

his drunk behaviour. Alcohol makes him aggressive.

LABOUR MARKET CAREERS

He had started his studies in a catering vocational school and also wanted to find a job in this field, but his studies were interrupted by his own fault so he did not acquire a profession. Before entering prison he did not have any registered employment relationship. Also, he did not have any work experience. He did not need money, because he got what he wanted. He was 14 when he got caught stealing for the first time.

There was no pattern for him to follow; the importance of work was out of his socialisation. His image of the world was simple, including only his residence and its streets he knew better than anybody.

His labour market resources were rudimentary, the little experience he had at the time of our first meeting had been acquired during the imprisonment. He got the opportunity to work already on his second day in prison; moreover it was a privileged job. He was a cleaner at the guard department, worked at the emergency police and before release he had a job in a paper-factory, outside the prison. These semi-skilled jobs have been useful in his work socialisation, helping him to get a rhythm in his life and to be a member of a community (employees), where he had to react to instructions and had tasks whose completion is up to him. However, because of the special environment it was not possible to acquire real-life experiences about how to behave in conflict situations or find the balance between privacy and work.

KNOWLEDGE, SKILLS, ABILITIES AND COMPETENCIES

His highest qualification class is 10 grades in a secondary vocational school. Learning has never played an important role in his life, he preferred to play truant instead of going to school. Basically he performed well in school and if he had invested more time and energy in his studies he would have reached better results. Instead, he possesses only basic competencies and has no toolkit for learning.

The input literacy survey has proved he does not have text interpretation and reproduction problems. Also, he was better in mathematics placement test than the others. Nevertheless, his performance has always remained fluctuant, his

concentration ability unstable and the lowest change in a situation or mood has thrown him off balance. Based on initial observation (group works) he was motivated, having an intense compulsion of adequacy to the Foundation.

According to him, he got into the habit of reading books in the prison, mostly interested in psychology.

With his cellmates he regularly played chess, an activity where, interestingly, he had the feeling of the ability of concentration. Based on our conversations so far, I would say that it is difficult to set him, or get him to do something which would take longer time, but once he sat down for an activity he interested in or has benefits from, he can go through it.

SOCIAL SITUATION

ZOLI lived with his older brother, his sister (half-sister), his mother and his stepfather in Debrecen. He lost his father when he was 4 years old. He hardly remembers him, but misses him a lot. A role model was absent in his life, because his stepfather was a heavy drinker and violent. The lack of a father model has been determining in his life. Although he has an older brother, ZOLI always felt that he had to defend the family and take care of them. He preferred arrange things alone, not even accepting help from his brother, saying he is the one who can do it. He grew up with his brother, the only person who was always next to him. Their lives completely intertwined, they did everything together. They played truant, rampaged and committed crimes together, were under detention in the same prison, shared a cell and would be released at the same time.

The environment to which they would return after release is problematic in many aspects. First of all, there are not many job opportunities in the district of Debrecen. Secondly, he should go back into the house where his stepfather lives, with whom he had a lot of conflicts (a serious one among them). Before entering the prison he and his brother threw their stepfather out and the leaving was not free from injury. Still, their mother, also alcoholic and having a dependent relationship with the abusive stepfather, took him back. These things are against Debrecen, but ZOLI fears for his little sister, so he still thinking about going home. His sister has been unwell since her birth, she has developmental disorders. Currently, she is studying a profession.

It has also emerged that the owner of the house in Debrecen is ZOLI. He has

During such trainings NGO staff will learn to develop effective programs which can help to meet the needs of the convicts to develop the necessary competencies.

Possible training topics for the prison staff could be:

- NGO personnel attitude towards the convicts, also goals and objectives of their activities;
- "The look to the convicted person from the NGO perspective";
- Professional relations with NGO staff;
- Aspects of NGOs and prison cooperation.

6.2. PUBLIC SENSITIZATION

In different ways to increase public understanding by changing negative opinion about the convicts and their problems.

- To organize public sensitivity and tolerance workshops.
- To organize open days in prisons.
- To organize publicity seminars for employers about NGO activities.
- To organize sightseeing tours to the prisons for problematic teenagers - students.
- Create a web page containing the NGO activities implementing in prisons and make dissemination of positive success stories.

During public sensitization following competencies are developing:

- tolerance and solidarity;
- knowledge about convicts problems, which let (enable) to act;
- reducing fear and stereotypes;

5. SHORTAGES

In Lithuania the biggest problem for implementing rehabilitation and re-socialization programs to convicts is the lack of funds. Another important obstacle is the lack of specialists. The third obstacle is the attitude of the public towards the convicts and their problems. Society and public members, potential employers of former prisoners have a negative view to the former prisoners, thereby forming a holistic negative attitude of people and this way preventing a positive ex-prisoners re-socialization.

There is no such institution in Lithuania, which prepare the non-governmental sector specialists or staff to work / implement activities in prisons.

6. INSIGHTS AND RECOMMENDATIONS

6.1. RECOMMENDATIONS

Prisons Department may take the initiative to launch a tender for direct funding from the department funds to finance the training of NGO employees who wish to implement their activities in prisons. We believe this should be the NGO organization with the greatest experience in the rehabilitation of convicted persons and persons released from penitentiary reintegration. Funding of these trainings should be from the Prison Department funds.

NGOs implementing trainings for work in prisons should have two target groups:

1. Workers from NGO's and others institutions.
2. The prison staff.

Possible staff training topics for NGOs and other institutions:

- The prison internal rules;
- The laws and other legal acts defining the NGOs activities in prison;
- The laws and other legislation defining NGO personnel relationships with prisoners;
- Prisoners subculture and its impact on NGO activities implementation;
- Aspects of NGOs and prison cooperation;
- NGO services for convicts relatives
- Competencies development needs of convicts;
- Directions of training programs, goals, objectives and its coverage;
- And so on.

debt, furthermore, his mother has never been aware of the finances, often failed to settle the accounts and did not pay attention to the official tasks. His mother earns only 50.000 HUF per month and his stepfather has only had odd jobs without fixed income, since working has never been strength of him, because of his addiction.

In any case, the possibility of the halfway housing program emerged even during the first interview.

MOTIVATION

In general, the majority of clients name the family as the most powerful motivational factor and it is not different in ZOLI's case. He feels responsibility and sense of duty for the above mentioned little sister. This is however a little bit exaggeration, but definitely motivates him to avoid getting into trouble again. He actually feels responsibility for everyone except for his own actions and life. He is not aware of what and how he does influences people around him and his loved ones.

ZOLI mentioned other motivational factors too. He feels he has not achieved anything. He realised that outside the prison, alone, he would not have many chance to learn, thus the reason why he is interested in the program is the opportunity to have a profession and a high school graduation. He was very curious why these two professions were the alternatives. During the applying there were two factors which were important for the Foundation: the profession shall be marketable and the likelihood of a criminal record check shall be minimal. Our choice was supported by data and research. As my answer was convincing and satisfactory, ZOLI started to be interested in a cooking career. Until that time, there was always somebody baking or cooking for him, but his new life would require more autonomy; thus, in his after release life he will want to know how to bake and cook.

He would like to take the opportunities, but so far there were things which set back his future (alcohol, drugs and crime). But now he has the opportunity to compose himself and create bases for his life after release. He is ready to learn in prison, where nothing else useful to do, is a good place for this.

CRIMINAL CAREER

His criminal career began very early. He walked the streets from a young age, in his words he was „a real little rowdy“. For the first time he got one year probation for theft when he was 14 years old. Then, at the age of 18 he received six months of juvenile detention for rowdyism and light bodily harm, suspended for 2 years. Then came his current crime, robbery, which was committed when he was 21 and for what he was under detention that time. He had a pre-judicial action for a little bit more than 1 year, then released. He had been under detention for 2 years and a few months by the time we started our project. As he did not enter prison in the due time, he would not have the possibility of a reduced sentence, so he would not be released earlier for good behaviour (30/12/2012). Moreover, after his release, a 2 months probation supervision period remains from his previous case. Drug use has been present in his life since his teenage years. According to him he did not have to finance the consumption from thefts and robberies as he had connections and hardly paid for drugs. In his immediate environment he easily obtained different kind of drugs, what he just wanted. Most of the times, it was marijuana or speed. Weed suppresses his aggression and speed insures him a constant feeling of being energetic. The latter is used intermittently.

RESOURCES

While in most cases family means the supporting environment behind the client, in ZOLI's case it does not mean the whole family. He has always mentioned his mother and his stepfather as impedimental factors. He gets in touch with his mother, but they rarely talk to each other. His brother has always been on his side, so ZOLI can feel himself safe if they are together. Only, he states that his brother is the one who needs him. In any case, they are in a dependent relationship. Whether this is a more supportive or more retentive power - it alternated spectacularly during the program. His little sister is the another person he is concerned with, often saying that he will develop a new life in Budapest and make her escaped from the destructive family environment she lives in now with her mother and stepfather.

He is young which is advantageous for him regarding learning and his labour market opportunities. The only question is whether he can profit from the advantages this program offers for him. In order to mobilise these resources it is crucial to help him as he does not have experiences in learning and job seeking.

4. PROBLEMS

European experience shows that increasing number of convicts in society has parallel and criminal level: in society begins the development of psychosocial vices, which becomes more and more difficult to control (Stašinskis, 2005). Dermontas J. (2005) emphasizes that laws and penalties tightening cannot stop crime, but on the contrary - it only enhances its spread. Disclosing the unfavorable current situation of social risk group, there are representing stricter penalties norms parallel custodial sentences rehabilitation alternative - social rehabilitation or re-socialization, as a full citizen education, necessary for the maximum functioning, singness and worthness of both himself and the family and society.¹⁸

In recent years, the training that you had to participate in order to deepen existing knowledge and skills, were organized by:	ANSWERS	
	Convicts	Percentage
University	3	9 %
College	4	1,2 %
Secondary School	28	8,2 %
Vocational School	110	32,3 %
Adults training/learning center	30	8,8 %
The labor market training center / labor exchange	31	9,1 %
The employer - the govermental institution	3	9,0 %
The employer - a private institution	15	4,4 %
Imprisonment institution	109	32,0 %
Non-government organization	8	2,3 %
TOTAL:	341	100,0%

In detention facility NGO workers who have direct contact with prisoners do not have special preparation for work in prison or work with prisoners. Social workers, psychologists and other professionals work specifically with the prison inmates are pretty different in comparison with work in freedom. NGO workers, professionals are getting those knowledge through their practices and often make mistakes, what influence their work results.

¹⁸ "Re-socialization of convicted persons: social communication and realization of educational expectations" Romas Prakapas, Renata Katinaite

for convicts after release

- The non-formal education program
- Formal education program
- Foreign languages trainings
- Legal literacy
- Computers literacy
- Rehabilitation program for psychoactive substances addicts (12 steps program), which is continuing in reintegration center for convicts after release.

Programs implemented by CFS "Garstyčios grūdas" take a very meanful place not only in Alytus prison but also in Lithuanian prisons context. When in 2004, the Foundation launched its activities in prison in Lithuanian prisons were none rehabilitation programs for drug or alcohol addicts. There are no such rehabilitation programs till now.

After three years of work with prisoners and implementing these programs for convicts every day in small school class, Alytus prison administration and Lithuania Prison Department acknowledged that these programs produce positive results and enabled the rehabilitation for drug addicts to set up in a separate prison wing.

CSF "Garstyčios grūdas" team was recommended by Lithuanian Social Security and Labour of the Ministry as the only effective working with prisoners who suffering from addictions, received an invitation to participate in the international event in Athens "Active Inclusion Learning Network, Social exclusion in communities", which was held in 11-12.06.2015. The event was organized by Ministry of Justice, National Offender Management Service (NOMS) HQ, Market & International Development Team. In this international event, where we participated as experts evaluating projects of other European countries projects-programs, were elected eight most innovative, most efficient, economical, and adjustment social practices in the following areas: 1) Homeless 2) Abuse of drugs and alcohol 3) Mental health, physical and learning difficulties, 4) Convicts / former convicts.

During this event CSF "Garstyčios grūdas" psychosocial rehabilitation program for convicts and released persons, has been rated as one of the 8-effective, innovative and adjustment in the relevant „Drugs and alcohol addiction" field.

CASEWORK

PARTICIPATION IN THE PROJECT AND ITS CAUSES

The participation in the project had 3 objective criteria: release minimum 6 months before the end of the program, 10 grades completed in secondary school (it could have been obtained simultaneously during the professional training) and the location of the release would be in the Central Hungarian Region. ZOLI's release was due within the right time and unlike some other clients, in his case we did not have to assume his release date would change, as a reduction in his sentence was not possible. He had already had the 10 grades by then and started our graduation programme too. We made clear the third condition at the beginning of the selection. ZOLI has always planned he would not go home to Debrecen and use our halfway flat program in Budapest instead.

We discussed about subjective aspects together with the colleagues on our staff meeting. As for his participation in the programme, the opinions were unanimous. ZOLI was low-qualified but motivated at the same time and according to the previous survey his abilities was not bad. Without supporting, he would release into an environment where he would not have chance to change his life. In the beginning, we defined the risk factors like family (stepfather) and the contemporary environment in Debrecen. The program of the Foundation could provide support for ZOLI in several aspects owing to its complexity.

CASE WORK IN PRISON (start and process)

The motivational group works started at the beginning of October in 2011 after the second round selection (the prison staff was responsible for the first round selection according to objective conditions) and the orientation of the groups. These groups focused on revealing the motivation of the clients, analysing their strengths, exploiting their resources and monitoring if they can profit from these. ZOLI was silent during the group works first, he was just pondering. But when it was his turn, he became cooperative and cheerily participated in the sessions.

We saw him open up, speak more and stand out from the others only after the motivational group sessions, during the competency development groups. His role within the group was more and more clear: he was the funny, cool kid and the key figure with decisive opinion at the same time. If the group did not like something, ZOLI interpreted it.

Basically, the sessions concentrated on the development of cooperation skills, the ability to express opinion, disputation skills, communication skills, problem-solving and conflict management skills. ZOLI more and more left behind his role of a speechless, reserved and observant person. He became an integral part of the group, being more of a leader than a cooperative participant. He often stated in the sessions that he had always arranged his things alone without adapting to or working with someone else. In group sessions, in small groups, he was cooperative and worked along with his mates but during the individual case works I had to talk about why cooperation is so important in everyday life, mainly in a workplace.

In his case it was difficult to talk about work experiences, job situations as he had no experience, he worked only in the prison during his imprisonment. It was a special environment which was not able to simulate a real job outside the bars. ZOLI would like to compensate his lack of experience with his convincing and communication skills in the labour market. His communication skills are good indeed, but he often speaks discursively and talks to the wind. The structured, thoughtful, argument-based expression of an opinion was not his best asset. During the sessions, however, a staidness of him could be noticed, but he lost it after the release. ZOLI stayed unpredictable and his conflict management methods represented the biggest problems. He has had poor toolkit to solve the problems. Until now, before and during his imprisonment he has considered violence as the most effective way to solve problems.

He started the educational program energetically, then he lost little impetus, but furthermore achieved good result. In the sessions he always performed well, but he admitted he was not able to pay the same attention for the studies outside the group, in his cell. We restructured his days several times, but something unexpected always intervened. ZOLI has always lived in the moment; the current issues have been the most important ones for him. He has had difficulties with scheduling, postponed his tasks then wanted to solve everything at the same time. In his case the most effective learning method has been either repeating or a very intensive practice which does not require long concentration. At a stage when he achieved very good results his further education also emerged, but it was abandoned later, as neither the time nor the conditions were not sufficient. In fact the primary objective was creating stable life situation after release.

By applying program „Behavior-Conversation-Change” seeks the convict autonomy for searching alternatives to crime and addiction.

2.10. Sexual offenders therapy program (SeOT)

The aim of the program - prevention of repeated sexual offenses and reintegration these offenders into the society.

SeOT (Sex Offender Therapy Programme for Lithuanian Corrections) - this is a unique program, both in Lithuania and in the whole of Eastern Europe, appropriate for helping to solve the urgent problem today: provide therapeutic help to individuals who have committed sexual offenses against children, although the program's flexible structure and versatility of the methods is based on cognitive-behavioral, therapeutic paradigm, the program can be applied also for sexual offenses against adults committed by individuals.

2.11. Rehabilitation program for people addicts from psychotropic substances „Minnesota program” consists from:

- Psychotherapy treatment
- Twelve-step program classes
- Individual work with addiction counselors
- Arrangements for access to self-help groups, activities, joining the supporting groups and creation of recovery and maintenance plan.

This model is based on the support, but not recovery that means the program does not aim to cure a person from addiction, but help to change. It helps patients to cope with the disease, in accordance with its complete withdrawal or life style changing. The therapy is structured, strictly controlling and pointed to rapid change.

3. CSF “GARSTYČIOS GRŪDAS” IMPLEMENTING PROGRAMS AND THEIR ROLE IN THE OVERALL CONTEXT

From the programs written above, CSF “Garstyčios grūdas” in Alytus prison is implementing rehabilitation program to drug addicts persons, which consists such parts:

- Behavior correction program
- Psychological counseling program
- Social skills training program, which is continuing in reintegration center

2.5. "Equip"

"EQUIP" - therapy program for minors with antisocial behavior problems, during which the teenagers become more motivated and willing to help each other.

The aim of the program - to teach minors to think and act responsibly through self-help method, motivate and empower young people to provide assistance to each other. "Equip" program provides an extraordinary opportunity to identify thinking and behavioral problems and solve them using the self-help method.

2.6. Criminal subculture manifestations in the penitentiaries prevention program

The aim of the program - consistently, comprehensively, systematically reduce the influence of criminal subculture, reaching to eliminate the criminal subculture from convicts' relationships.

2.7. Suicide and self-harm in imprisonment places prevention program

SUICIDE AND SELF-HARM INTERVENTION

The aim of the program - reduce amount of suicide and self harm, organize and control the crisis, consistent and complete remove suicide and self-harm reasons, rationally use human resources.

SUICIDE AND SELF-HARM POSTVENTION

Suicide and self-harm postvention task - effective the action dedicated to help persons who attempted to suicide or harm themselves or to overcome the negative feelings of the survivors of suicide (convicts and detainees, of-fice staff).

2.8. Art creation program for convicted (artistic circles)

The aim of the program - to encourage convicts to develop a variety of skills and interests, to identify and foster their potential and to encourage creativity; convicts are allowed to engage in individual professional or creative activities. Also, in penal institutions can operate music and other studies. Convicts may create a newspaper, which gives an opportunity to overview topical problems from convicts' life, tips for finding solutions and printed poems and stories of convicts creative.

2.9. Programme „Behavior-Conversation-Change" (BCC)

The aim of the program - to provide program participant the opportunity to examine their situation, increase possibility for offender to make decision to change, encourage him to participate in the amendment process, to achieve the reduction of re-offending.

He always participated enthusiastically in the cooking trainings, especially on the practical sessions. His initial fears, coming from the fact he had never cooked before, were gradually eliminated and after a while, he tried willingly new things. He seemed to be more and more self-confident and carried out the instructions of others without a word. My common fear was that ZOLI would not accept instructions from others; hence he would have conflicts outside the prison, which he would not be able to manage.

He progressed very well in the theoretical sessions. Professional English was difficult for him, but he was able to bring about the required level.

Based on the experience from the individual conversations, it became clear that ZOLI was a hothead, reluctant to accept other's advice. He has lacked future-oriented thinking, willing to plan not more than just for the following month. He never had to deal with such things, and by now he has built a sense of pride, which means he does not admit if something goes wrong and he does not ask for help. He could be distracted by us questioning and letting him think and realise if he did something wrong. There has always been a lack of trust, almost paranoia around him. I started to apply a continuous enlargement of his perspectives, as it seemed to be the most effective way to orientate him. I started the mentoring with him on the 7th of January 2012 and consulted once a week until the 30th of December 2012, the day he was released. All dimensions of his life were involved, from family relations through the adaptibility to a wider environment, until his responsibility so far and further on within the social norms. The most challenging task was to take him out from the prison environment and force him to contemplate, think ahead, open his mind and forget that the cell is the one and only safe place for him in the world.

PREPARATION FOR RELEASE

We started the intensive preparation for his release about half a year before the release date. As the condition of his participation in the programme was his approval to stay in Budapest, our halfway flat program was available for him. In the period between August and December 2012 we talked about his responsibilities and opportunities we envisaged for his life after release, and his current problems and mood.

His tension grew more and more intense with the release date (30.12.2012)

coming. When we talked about something, he was precipitant, posed the same questions many times, which we answered over and over in order to settle him. As his life had always been formed by the conditions, he was unsure if it was worth planning his first week.

First of all, we talked about the location of the release. ZOLI did not know Budapest, so we discussed about the city and the public transport. On several occasions, the halfway flat was in the focus of our discussions. I answered his questions about this special accommodation form and gave him its policy. As other clients were involved as well, the leader of the programme visited the prison several times to give a presentation.

He managed to take his professional exams in October and his daily routine has changed since then. In my opinion, this success had facilitated his preparation for the reintegration, as he received a job outside the prison, in a paper factory. As he had income again, money management became current. He had to pay attention to his financial possibilities and save up for his after release life as it would take time (probably months) to find a job in his professional field in winter. In addition, he did not know how much debt he has. These debts were piled up from overhead costs which his mother had missed to settle during his and his brother's sentence. We had to be aware of this, as well.

As next step it was the turn of the identity documents. He had lost almost all of them, so the locations of the offices were put into our to-do list for the first week. His preparation for the release was supported by the publication of the Foundation, the Practical Guide for Release, which we studied then I gave ZOLI a copy.

Then came the release crisis. The last month was full of stress. He got involved in a fight with one of his inmates, lost his enthusiasm toward halfway program and was not successful in chess anymore. We talked about it too, I told him the symptoms were different in each case, but if we were prepared for it, we were able to handle it.

RELEASE

He released from the prison on 30th of December 2012 at 6 o'clock in the morning. He exited in the clothes we had sent to him, with 31.000 Hungarian Forint in his pocket, and a map showing him the office of the Foundation. We

release on parole from imprisonment before the term or are preparing for conditional release from prison earlier.

Convicts integration into society after a longer or shorter time in prison is not easy. In order to facilitate the return of inmates to society, they need important practical information. Integration into society programme should provide answers to convicts' questions on various topics, related to life in a constantly changing society.

The aim of these programs is to change individual behavior, beliefs, and attitudes in a way that changes will be not short-term but long lasting. There can be listed the following categories of programs implementing in the Lithuanian prisons:

- Legal education program
- Moral education programs
- Healthy lifestyle program
- Artistic and cultural education program
- Personality correction programs
- Spiritual education programs
- Addictions refuse programs

2.3. Legal and social education program for convicts, which are preparing for release from penalty institutions

The program aims - to provide legal and social knowledge to convicts who are preparing for release from imprisonment, places that they can adapt to the constantly changing society, and be able to meet their social needs by legal ways. By implementing this program is reaching to educate convicted of participating life skills - the ability to adapt in society and positive behavior, provide an individual with a mature basis for independent life and to help him improve positive skills throughout life.

2.4. Program "Only you and me"

Program „Only you and me" has 3 modules, which are intended to adjust: criminal behavior, using of psychoactive substances, the problems of violence. It covers 12 sessions of 1.5 hours, divided into 4 sessions - evaluation, one of the selected modules application, relapse prevention, re-evaluation. For one person at a time is applied only one module, but, if it's needed, then can be solved both problems associated with criminal behavior, psychoactive substance using and violence (by priority).

be number 30, because the CSF "Garstyčios grūdas" in 2011, completed the project, which involved 30 convicts.

2. MANDATORY PROGRAMS APPROVED BY THE DEPARTMENT OF PRISON IMPLEMENTED IN LITHUANIAN IMPRISONMENT INSTITUTIONS:

1. The Adaptation Program for newly arrived convicts to correctional house.
2. Integration into society program for convicts.
3. Legal and social education program for convicts who are preparing for release from imprisonment
4. „Only you and me“
5. „Equip“
6. Criminal subculture manifestations in penitentiaries prevention program
7. Suicide and self-harm in penitentiaries prevention program
8. Prisoners' artistic creation program (artistic creative circle).
9. Behavior-Conversation-Change (BCC).
10. Sexual offenders therapy program (SeOT).
11. Rehabilitation program for people addicts for psychotropic substances.

2.1. The adaptation program for newly arrived convicts to correctional house

Typically, a person newly arrived in prison experiencing a greater or lesser stress, which could lead to inadequate reactions resulting in new, often unfamiliar and intimidating, situations. For the first time, arrived inmates' characteristics are anxiety, fear, and feelings of hopelessness.

Therefore, the aim of adaptation program is to help newly arrived convict integrate into a new social environment and create preconditions for the success of the correctional process.

ADAPTATION PROGRAMME OBJECTIVES:

1. Convict recognition and objective setting of his needs.
2. Convict introduction with penal conditions.
3. Granting of necessary aid.
4. Criminal subculture and other negative effect prevention.
5. Individual convict correctional plan.

2.2. Integration into society programme for prisoners

Integration into society programs are applied for convicts who are getting ready to release at the end of the term of imprisonment, are preparing for

met at 7 o'clock in the office. It was Sunday so we could speak quietly, without anybody disturbing us. I showed him the office and he talked about his last 2 days (mostly about the separated cell where he was before the release). He was angry because the guard had slit his release pack sent by us and the sleeve of his coat got torn. I waited for him to loosen up a little, and then we started to chat. I offered him a coffee then we started to plan his following days. We gave it to the programme leader who explained how weekly plans worked, when ZOLI would have to submit it and presented the rules of the half-way programme. By the time the leader came, we had already filled the amendment of the project contract and the documents on our agreement. The rest of the time we prepared his CV and created an e-mail address. We developed his job seeking competencies as I highlighted the importance of online job hunting, then I taught him how to send an e-mail. At the end, we talked about general tasks while we listened to his favourite musics on Youtube.

He was very happy, but calmer than before. The new stimuli and the unknown environment made him unsure, which he tried to mask with humour.

CASE WORK AFTER RELEASE

31.12.2012 – 07.01.2013 (the first week)

First, his documents were replaced; on the 5th day his first job interview took place, then 2 days later he had a test day at a restaurant. The replacement of the documents took time and was not a pleasant job. Although ZOLI was very patient, at the same time he emphasised that he would not have done this procedure alone. He was outraged because of the incredibly slowly administration. He was a little bit unsure before the job interview but when we got there, he was calm and persuaded the boss to give him a chance, a test day opportunity. On the test day his tasks were stated clearly; he had to prepare the meat, sweep, and keep order. He enriched positive experiences.

On the 7th day he checked in his probationer, made his lung screening document for the job, and ransomed the homeless card which is useful for him during the administration.

The challenge remains to find a job and wait for the calling of the Chinese restaurant making an arrangement for ZOLI for the next working time.

Moreover he took part in individual counselling, development of competency, English learning and continued his high school studies.

07.01.2013 – 07.02.2013. (after the first week, the first month)

After ZOLI's release, a week later his brother was released also and was accepted in the halfway flat program too. We had talked to them about going to Debrecen together, so one of my colleagues took them home, and brought them back too. It was necessary for them to visit home because of some situation, but they had no resources to go home, that was why the Foundation decided to solve their transportation.

The situation was terrible at home. During their imprisonment their mother received their letters and bills, but did not pay them. The house stands in the name of the boys, the mother is the beneficiary. She was living in the house during this time, but did not pay the bills. A lot of debt and fee were collected together, and after his journey we looked over these papers. ZOLI phoned the assignee at the gasworks, then gained information about his debts by email. He also talked with the administrator of mayor's office about the property tax of his house. The papers, letters, and bills were disconnected, it took a lot of time to systematize them and it was difficult to follow the events. Finally, we concluded that he needs to apply for instalment, and as soon as possible the gas meter has to be transferred to someone else in order not to have his name on it.

Further stress came to the surface. It was difficult for him to tolerate the rules of the halfway flat, and the control that the program meant. We often had to talk about why these rules are required, and basically all the rules and requirement are in favour of him and he could only learn from them. One of the major problems was about shopping. It was difficult for him to see that with making a preparation plan, he could save money, looking ahead will help to establish his future. Right after the first month he wanted to rent a room with his brother. They have some saving because of the halfway flat program, but it was not enough to rent a room.

He was getting better at searching for a job online, but he needed supporting. There always was a mentor who accompanied him when he was applying for a job because he did not know the city very well and he was always late. He had already had a lot of test days, in many cases the problem he faced was the lack of experience, not his work. On 5th of February 2013 I accompanied him to Pizzeria Fonte for a job interview. It was successful, the next week he went there for a test day.

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Evaluation of the data in the table needs to pay attention to several aspects. In particular, the striking fact that the maximum numbers of trainings in prisons were organized by the vocational school and the prison authorities, but a very small percentage of the weight of collected universities and colleges.

It is also very inactive are adult education centers, employers and non-governmental organizations, while it is non-governmental organizations could play an important role in the development the (self) employment and participation in society of convicts.¹⁷

In recent years, the training that you had to participate in order to deepen existing knowledge and skills, were organized by:	ANSWERS	
	Convicts	Percentage
University	3	9 %
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Secondary School	28	8,2 %
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The employer - the governmental institution	3	9,0 %
The employer - a private institution	15	4,4 %
Imprisonment institution	109	32,0 %
Non-government organization	8	2,3 %
TOTAL:	341	100,0%

Analyzing the information above, it can be concluded that 36 religious organizations in prisons are implementing only pastoral care, but not any trainings or learning.

5 public institutions (including prisons) during one year are implementing the trainings to a maximum amount of convicts.

From the table of data, we can see only in Vilnius prisons implemented training results of NGO's in 2011 - trainings were implemented only for 8 inmates. If the data were collected in Alytus correctional facility, instead of 8 there will

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17) Social Information and Training Agency. "Applied research in adult education". Report. Vilnius, 2011.

PROGRAMS IMPLEMENTED IN LITHUANIAN IMPRISONMENT INSTITUTIONS

1. Organizations and their activities / programs implemented in imprisonment institutions

Prison Department of the Lithuanian Ministry of Justice 2015 do not provide any information about the non-governmental organizations and their running programs, however, in the note to Alytus correctional house about institutions, organizations and their programs in Lithuanian prisons is known that they are implemented mainly by religious organizations, in low intensity and covering small quantities of convicts. Other organizations develop their activities with several or all following programs:

1. Behavior correction
2. Psychological counseling
3. Social skills training
4. Non-formal education
5. Formal education
6. Cultural and artistic education
7. Physical training and a healthy lifestyle
8. Spiritual education

Separate or all programs in different volumes and different intensity in Lithuanian prisons are implementing by:

- 36 religious organizations - in addition to the pastoral care of specific programs
- 5 governmental organizations - psychological counseling, social skills training, non-formal education, formal education.
- 8 non-governmental organizations - project and post-project activities in all areas.
- 2 local municipal or other communities - cultural and artistic education, physical education and a healthy lifestyle.
- 6 AA and / or NA groups' representatives.
- 7 NGO representatives - short-term, low coverage of project activities - behavioral correction, pastoral, cultural and artistic education, physical education and a healthy lifestyle.

07.02.2013 – 02.07.2013

That was the period when ZOLI was working continuously and formally at Pizzeria F. as a kitchen assistant. Usually he worked 12-14 hours, four days a week (2 days work, 2 days off). His daily routine was changed by his working position. His days were less restricted, he worked on his workdays, and according to our agreement he studied on his day off. Because of the work he had an opportunity to start a new program element: attending a driving course to obtain a driving licence. About a month after his release his life was getting busier -working, studying, driving license. ZOLI became stressful, slept less, and talked about sleeping disorders. Because of his work it was difficult for him to study regularly. He was always late, forgot things, and the halfway flat program became less important for him, he did not appreciate it. At the beginning it was an opportunity, later it meant a control for him. The problems were generated and they (with his brother) moved out of the halfway flat on 9th of March 2013. On the previous day he argued with the trainer in the driving licence course. He touched the bottom; it was the first time after his release. The structured days were unusual for him. Because of having sleeping disorders he was not able to relax, was tired because of the work, and solved problems with confrontation. He operated with unpredictable reactions despite we talked about what the right way is to solve problems.

A week later after moving out they went home (to Debrecen) without any words and came back with money. The source remained unknown. Thanks to this money they (with his brother) could pay the rent of their friend's room where they moved in. After this I had to redefine the framework of our cooperation. During his stay at home we suspended the driving licence course because we were not sure about his return. We agreed on getting a new chance to restart the program if ZOLI attests systematic cooperation (it means counselling, studying) for 2 months. It was important to explore his motivation again, and to make him learn from his mistakes. It was successful, ZOLI became more motivated, he often visited the office to consult, and he was doing the learning program conscientiously.

It was on 12th of April 2013 when he spoke first time about his problem with his colleague, which made him quit his job. The man played on him and treated him in an offhand manner. It was made even more difficult by the fact that his colleague was a friend of the owner's of the pizzeria. We talked a lot about how to handle the conflict but it seemed to work only for a while.

In May his flatmate moved out of the flat, so he stayed with his brother in the rented room. Among other things it contributed to develop financial problems. Beside his work he did not think about saving money. Although a financial plan was worked out, he did not care about it. Also in May he had problems with drugs, he started to use them again. It was on New Year's Eve when he used drug (weed) but it was not the only case. Recently he occasionally started using drugs again. According to him weed is the only thing that can calm him down. For this reason I had to revise the work with him. The learning program was stopped and I sent him to an addictologist, thinking the consultations could help. In the beginning of the program, when he was released he visited a doctor, who diagnosed predisposition for schizophrenia, but ZOLI stopped the further consultation. It happened the same. This time we faced the same situation. It was not advisable to force the meetings, which might have meant that ZOLI could finally become closed. Despite these things he spoke more and more about his conflict with his colleague and about his financial problems. However he just listened to the majority of my advices, but was not able to take them. Finally he was not able to keep the stress, so he quit. A little more than a month was missed for the six month of employment.

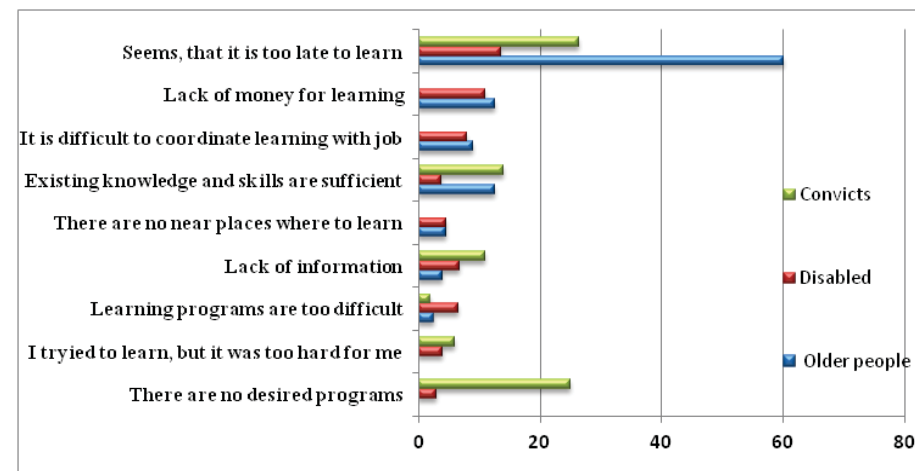
03.07.2013 – 30.12.2013

He was looking for a job for two months, during this time he sometimes visited the office, finally on 3rd of September he was offered to have a test day at O. Pizzeria, and one day later he started work there as a pizza chef. He was not satisfied but it was better than nothing. Usually he worked two days, then relaxed, so he had time to look for another job. The problem was that he did this without the Foundation. He leaned on his own relationships, which he had built since his release. I saw him and consulted with him less and less. He did not want to apply for the driving licence exam because he was not sure of himself. When he was in the office, he usually practiced for the driving licence exam. Several times he talked about sleeping disorders. On the counselling I told him that the unsystematic life, the coffee, energy drinks, the drugs will not help solving this problem.

In the beginning of December he found a new job at V. Restaurant, but he wanted to do there just a part-time job, for he wanted to work in full time at O. Pizzeria. Finally his brother got a fulltime job there.

22nd of December 2013 was another crisis point in his life. He lost his job and the leader of the Pizzeria was abroad so he did not even received his salary.

Figure 2. The main reasons why elderly people, disabled persons and convicts in Lithuania does not take part in adult education (as a percentage).



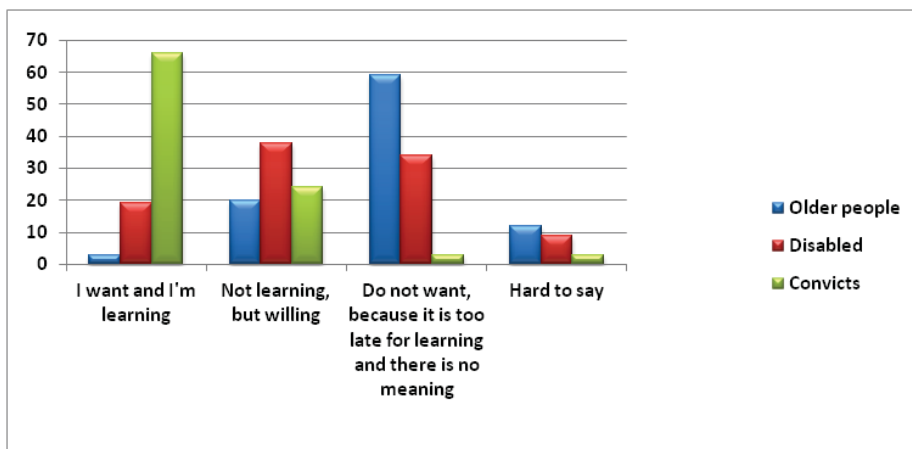
Analyzing the reasons why people of certain social groups are not involved in adult education, it turned out that nearly 2 out of 3 (61 percent) older people are convinced that it is too late to learn for them (Figure 2). That kind of opinion was expressed more often by women, 65-74 years respondents, unemployed persons, as well as village and small town residents. Some (16 percent) older people mentioned the cause, which has not been relevant for other social groups - to learn it would be difficult due to health problems. About a tenth part said that the reason is lack of funds for training or learning is difficult to reconcile with the job. More than one tenth of older people believe that the existing knowledge and skills is enough. This provision was often expressed by men, aged 55-64 and employed people. Similar reasons why they do not participate in adult education, were mentioned by **people with disabilities** - to learn them, it is too late, lack of funds, it is difficult to combine learning with work, some of them learning programs are too difficult, or a lack of information about educational institutions and programs. Provisions that learning is too late, and existing knowledge and skills is quite sufficient, are also specific to significant proportion (respectively 27 and 11 percent) of **convicted people, but prisoners more often than others groups mentioned the reasons related with access to learning - there are no desired training or learning programs, a lack of information about learning opportunities.**¹⁶

¹⁶ ANALYSIS OF EDUCATION PROBLEM. „Adult education: Current Issues and Trends“ 2012, November Nr. 19 (83) - Publications series of Ministry of Education for politicians, municipal education departments and the general public, the illuminating emerging and dealt with problems of education

Lithuania's correctional institutions are actively pursuing the primary, secondary and vocational trainings, as well as organize various social programs to increase convicts resocialization. Social programs are implemented by both the public and non-governmental organizations.

The most actively involved in adult education in prison - 2 out of 3 (66 percent) members of this social groups are willing to learn, and more than a fifth part of all convicts, would like to learn, although this time they do not. The fact that a more active and having a higher motivation is younger (18-35 years) **inmates, shows that to older prisoners are particularly relevant and important help of expert by information about successful integration programs and the mediation of their implementation.**¹⁵

Figure 1. Learning provision of old people, disabled persons and convicts in Lithuania (as a percentage).



After New Year's Eve he got across his brother and moved to Debrecen. According to ZOLI his brother played their money away. ZOLI was in despair because he did not pay the bills to the owner of the flat.

01.01.2014 – 01.02.2014.

The practical group session decided that ZOLI could get another chance, so he moved into the halfway flat again. The basic reason was that ZOLI had a lot of debts (utility bills, rent) which had to be paid, but if he continued staying in the flat, the situation would be worse and would have to pay even more. He was able to move into the halfway flat, did not have to pay rent contribution, he spared money and paid the obligations.

He was very grateful, and grabbed the opportunity. We talked about the premises and signed the revised agreement. However he did not want to denounce his rented room, because his brother might come back to Budapest. It was difficult to make him understand that it is not fair with the owner who despite the obligation did not drop him. We established a further agreement about the driving licence. He was not able to defer the exam so he applied for it on 28th of February.

I think the moving into the halfway house made him feel it was a step back for him. It caused a replanning in him. He recognized that it was slap-dash lately and with this attitude he would not manage to recover. He admitted that he needed the supporting of the Foundation and he had to recognize it even if it was difficult for him.

01.02.2014 – 23.07.2014

February was eerily similar to the period between January and February one year ago. ZOLI had no job, lived in the halfway flat, and struggled with lack of money. Furthermore the relationship with his brother became worse and more violent. They filled out the venom on each other, in spite of these they were not able to disconnect from each other.

In the middle of February he seemed to have got over the difficulties; he was accepted at Moving Forever Cinema Restaurant. He succeeded in passing the Highway Code exam, and started learning driving. Unfortunately, he was not able to live according to the everyday life rules, he always got into some trouble, or he seemed to look for these kind of situations. At the end of February

15) ANALYSIS OF EDUCATION PROBLEM. „Adult education: Current Issues and Trends“ 2012, November Nr. 19 (83) - Publications series of Ministry of Education for politicians, municipal education departments and the general public, the illuminating emerging and dealt with problems of education.

he had to spend a night at the police station in the 7th district. When he was asked to prove his identity, some weed was found at him. He was taken to the police station and released only in the morning. His punishment was to be sent for a year distraction. After the incident he was obliged to leave the halfway flat for he violated one of its most important rules; during their stay in the halfway they refrain from any life activity concerning crime. He returned to the room he had rented previously. Meanwhile he lost his job. It is likely that they did not find his work satisfactory, so he was fired during the probation. Luckily he did not have to be without work for a long time. He had different minor jobs, and in April he was accepted at an Italian restaurant at West End Shopping Mall. Beside looking for a job and then starting work, he restarted learning driving.

May brought along some misfortune again. When being drunk at a concert, he kicked his phone away. Calming down he realized he might need the phone in the future, so he tried to climb over an iron fence to pick the phone up. As he was climbing, the wires injured his right palm so seriously that it had to be operated on. He had to face a longer period of rehabilitation. Working and learning driving have been suspended. We were arranging distraction, but it was very complicated without having the proper forms; he is likely to have lost them.

In the meantime he moved to another, bigger flat with two of his acquaintances. This step of his was financed from the money he gained by selling his plot in Debrecen; which action was taken by him against my advice. He did not amortize any of his debts, and did not want to consider moving into a smaller flat with a lower rent.

Being out of work for his hand for two months meant him losing his job, so he was between jobs now. He takes part in distraction, which we could only arrange with difficulties. He had to sit for the last exam to get his driving licence.

RESULTS, EFFECTS

The results that can be taken as concrete, objective measures are the following.

He completed year 10 in the high school – 15.06.2012.

He obtained a high level qualification as a cook – 26.09.2012.

He has had approximately nine months of regular fulltime employment so far,

Garstycios grūdas - LT

Stefa Kondrotienė

SITUATION IN LITHUANIAN IMPRISONMENT INSTITUTIONS

Lithuanian imprisonment institutions may be divided into three groups: penitentiaries, jails and custodies. There are 7 prisons or correctional houses, 3 jails and 25 custodies. 5 prisons are for men, one is for women and one is for minors. Previously prisons in Lithuania were divided according to regime: strict, enhanced and common. First-time offenders have been sent to common or enhanced regime prison. Other times offenders have been sent to strict regime zone. Although the distribution under the regime is gone, but the selection criteria has remained the same.

Although after Lithuania's accession to the European Union, the Lithuanian Criminal Code was amended more than 30 times, average length of sentences in Lithuania still remains one of the biggest in Europe. In Lithuania, as in many other Eastern European countries, imprisonment remains the most commonly used punishment.

Since 2003, in Lithuania daily serving a sentence is not less than 8 thousand prisoners, (about 240 prisoners per 100,000 inhabitants) - about 2-3 times higher than the Western European average (about 100 prisoners per 100,000 inhabitants). According to that data Lithuania is in top 10 by largest number of prisoners in Europe, after Russia, Belarus, Ukraine, Latvia, Estonia, Georgia and Moldova.

According to the latest data, last year in places of imprisonment in Lithuania 9616 people were considered. 1152 –arrested waiting for trial, 8464 – convicts, 177 - sentenced to arrest, 99 – minors and 450 –women.

SOCIAL INTEGRATION OF CONVICTS

Social integration of convicts in Lithuania takes place in two stages: in the first phase convicts are preparing to be released, and to join in community life. In the second stage ex-prisoners contribute to adapt to environmental conditions and to find ways and means of residence, employment and feel a full-fledged member of society.

CONCLUSION

According to our beneficiary's experience to find a good way for change your life, following aspects are important:

The desire to change

Alcohol/Drug therapy

Self-reflection (self-coaching)

Proficiency in asking for help and using of it

Development - desire to increase of knowledge

Consequence

From humility to destiny

Life „here and now“

From foundation experience and contacts with Maciek we are thinking that the work on the changing should begin in the prison as early as it is possible. It is good to use this time in prison for changing of thinking and looking for ways to development. Time in prison should be used for a good purpose. Now that the person is in prison can not waste the time for aggression, bad feelings, revenge or other negative behaviours for all the time. Psychologist and trainers, that make workshops should show an impact such behaviour on the rest of life and influences of this way of thinking on the men's activities. Special programs for release are very important and useful in this aspects also. Not every prisoner just like Maciek can do it by themselves. The people in prison need help from outside.

plus 1-2 weeks of illegal work as a cook.

Regarding the time spent in the program, definite and obvious changes could be revealed. Through the programs his days became more structured than they have ever been which meant for him the need of planning his days, even if only for shorter periods. Concerning the daily routines in the prison it is a constructive development. Before being imprisoned he did not care about his everyday life tasks. During the individual discussions a certain communicational development could also be experienced. While in the beginning it was difficult for him to express his thoughts and he started laughing when facing a difficulty, through developing competence he was able to communicate with more complex ideas in a more settled and calmer way. In this case the social assistance within the prison could be perceived.

Environmental effects could not be controlled after his release. Although he left his previous environment by moving to Budapest, but some of his old acquaintances started to get in touch with him. While he was leading a controlled life in the halfway flat and keeping in touch with the Foundation every day, disintegration was not really seen. After moving out he became more and more unpredictable. He gradually made more acquaintances, spent more time in the night life in Pest. Since his release he has not succeeded in improving in his studies. Because of his own mistakes he did not learn English regularly, and has not been able to complete the driving course. He still has the exam in the traffic, which he seems unlikely to do till the end of the project. The dates for this exam are only available in August.

He started the year of 2014 similar to the year of 2013. He continuously has to deal with the lack of money, is not able to keep his job in one certain place and plan for a longer period of time.

PROBLEMS, QUESTIONS, DILEMMA

As mentioned above, the subjective results experienced during his imprisonment declined after his release. In the beginning I considered deconcentration, unpunctuality, communication disorder as after release crisis, but these disorders can still be seen one year after his release.

He has not ended his previous relationships. If a problem emerged or emerges he shows a preference of his old sources. When he is need of money, he trav-

els to Debrecen, but does not reveal his financial sources.

The essential problem is that he wants a sudden, final solution for his problems, not taking time-consuming solutions into consideration. It is contributed with the fact that he faces difficulties in handling money as well. He is unable to make plans or save up. He enjoys the idea of being a helper, not the idea of a person being helped.

In addition to the above mentioned factors he temporarily uses drugs, especially when can afford it. It usually means marijuana. He does not consider himself an addict, but he can recognize problems it causes. He himself declared that weed calms him down, he feels less aggressive. Since starting distraction he has not been taking drugs, instead drinking alcohol to have the same effect. According his words he has not got problems with alcohol, it does not influence his everyday life. Or at least he does not admit it. Consuming such a large quantity of alcohol, he will not be able to find a job in the future.

The question that has arisen is how he can handle the fact that a year after his release he is in the same situation than before. Is he capable of changing his lifestyle or is willing to do that at all? He declares his willingness to change, but he has been acting on the contrary.

For me the biggest dilemma is how the Foundation should handle the case. My task is not to give hand to his actions so far, and I do not want to do so. I am endeavouring to provide help with altered rules, more specified goals.

THE COUNSELLOR'S PERSONAL AND PROFESSIONAL EXPERIENCES (summary)

According to my opinion he did not have the attachment and the trust towards me/us that advances such a complex program to influence his life. He took and takes advantages of the program, and to a certain level he appreciates the help received. Unfortunately he is not able to integrate what he has learnt, and refuses to take the given advice. He is firmly stuck to his problem solving and working methods, he seems too stubborn to alter any of them. As he had already defined it, changes for him mean only taking risk, and in this case it is him who does not dare to take the risk of making advance in a different way, which may be unfamiliar for him, but suits the social values. He is not able to look at longer distances in time, this is why he favours easy, sudden solutions, prefers existing day by day.

to leave the penal institution within the next 1 year. The activities are carried out on regular basis for the period of 2-3 months in one specified penitentiary unit for approx. 20 people. It also happens that addiction prevention group activities are organised according to the needs. At such meetings inmates, despite the support and advice, are provided among others with the knowledge on the Sławek Foundation assistance: free aid provided by a lawyer, a psychologist and a career counsellor supporting in searching for a job. After release inmates may still count on the said assistance. The interested people meet with a career counsellor, who carries out a diagnosis of vocational qualifications, prepares application documents together with the beneficiary, presents job offers, monitors job search and the course of employment. A person that is motivated, who wants to start working is provided with such a support for a period of one year. In the meantime, such person can take advantage of legal aid and psychological support, as well as group activities concerning vocational activation or soft skills.

PROGNOSIS

Maciek completed psychosocial, vocational and computer courses. He was starting a job on his own account and opening a business. He lives now according to the values in which he believes. He knows in which things he is effective. He is developing and aspiring to achieve new goals. He knows more responsible. He learnt so many things about himself. Now Maciek has a new partner, new flat, old car, own company and very good relationship with his family (sister and daughters). He has nice dreams: to help other prisoners, giving them a job, he will build a house and change a car. He is more clever and aware of many things and threats.

EVALUATION

The main reason of Maciek's success is especially internal strong, consequence and hard work. It helped him humility, faith in God, ready for changing, achieving of goals and their realisation and open for world and people.

help, what was important to him, what difficulties he encountered at large and how he overcame all barriers.

PROBLEMS, QUESTIONS, DILEMMAS

One of the biggest problems of our beneficiary was the matter of the lack of place to live. Many people, especially men who were abandoned by their wives while they were serving a sentence, have no place to go after release. The fear of release, and in fact the fear of homelessness, accompanied Maciek for a long time. If he had not established contacts with the Foundation, which gave him roof over his head, he was constantly, by the time of leaving the prison walls, accompanied by: permanent fear and uncertainty. A question arises, how his life would be like now, if he had not heard of the Foundation? The biggest difficulty for him was the burden of obligations – perseverance, responsibility and regularity. At large a man makes decisions independently and organises everything on his own. It is very stressful and burdening. In prison he did not have to worry about anything. In prison he could give up things, whereas here, behind the prison walls, he had quite a big baggage on his back. He was all the time accompanied by the question „if he could make it? Inmates after release are very diffident; they are easily discouraged by failures and lose will to continue to overcome difficulties. Thanks to support of the Foundation, Maciek could go through the moments of doubt. In difficult time he took advantage of legal assistance and the talks with the Chairman and volunteers of the Foundation.

THE EXPERTS/PROFESSIONAL NOTES

Undoubtedly one of the most important factors of providing help for prisoners is the support offered at the time they serve a sentence. Contacts with the coach, who will help to determine priorities in life and the order for achievement of objectives after release from prison, in many cases also the participation in addiction therapies and meetings with housing and financial specialists increase the chances for adaptation at large. The majority of the said activities are carried out by the Sławek Foundation through the „First steps at large” programme, in which inmates meet with a coach and a psychologist, who is also an addiction therapist. The advantage of such meetings is their individual character; they are intended for people who are

FUTURE PLANS (clients, case studies)

As he is unable to make plans, we have only tasks and duties to fulfil. Besides finding a permanent job for a longer period, he will also have to settle his almost 2 million-Forint debts. Among his plans he included obtaining the B category driving licence and taking the final exams in the high school. The newest idea is to open a small restaurant with his brother, financing it on the money from selling their plot.

Recently he has been looking for a job. He regularly visits the office at the Foundation and takes part on test days. He puts every other thing behind, stating that he is always in shortage of time. His biggest problem is that he needs a lot of effort to concentrate, and is able to concentrate on one thing at one time. This could lead him to success. He cannot dispose of his time well, he cannot keep to time limits, and because of these he is not able to keep his life under control. It is in vain to talk about time limits or to structure his days, he cannot always observe the plans agreed.

The program is closing soon, and aftercare will be started. He will not be likely to be followed, for he appears in the case of having problems. And these problems arise more often in his case.

23.07.2014.

January, 2016.

He has remained in touch with the Foundation since the program. He temporarily visits us and shares details about his life. He has successfully completed the driving course. He and his partner, whom he met at the end of the program, had a daughter last May. He has been working as a pizza cook in Budapest or 1 year.

According to my opinion he has undergone a slow, but visible change since he got into the program. All the facts (being employed, living conditions financed on his own, having a driving licence, normal relationship, family) support it, and it can also be experienced in his way of thinking and attitude. He has managed to build a stable, supporting environment which motivates and forces him to take responsibilities.

EDUKOS – SK

Martina Špániková, Eva Vajzerová

Educational programmes implemented in the Slovak correctional facilities Trainings in prison

THE PENAL POLITICS OF THE SLOVAK REPUBLIC

The Slovak Republic declares by its penal politics the level of protection of the basic human rights and freedoms. The penal politics of the Slovak Republic is based on the traditional continental penal process and on the relatively rigid substantive and procedural legal rules. The sources of the criminal law are the Constitution of the Slovak Republic, the Criminal Law (this law deals with the basics of criminal responsibility, kinds of punishments, kinds of protective measures, their imposition) and the Code of Criminal Procedure (it deals with the procedures of the law enforcement authorities and the courts).

The execution of imprisonment and remand and the penitentiary care for convicts serving their prison sentence is secured by the Body of the Prison and Justice Guards. At present there are 18 correctional facilities in Slovakia (prisons and remand centers).

The age of criminal responsibility is set at 14 years old and in cases of sexual abuse at 15 years old in Slovakia.

THE PRISON POPULATION

In the year 2014 the average number of the accused was 1392, the convicts 8 707, altogether 10 099. Special categories of convicts are constituted by minors, women, foreigners and persons with unknown nationality. The execution of imprisonment is implemented in three degrees of guarding – the minimum, the medium and the maximum degree of guarding.

THE EDUCATION OF CONVICTS

The educational process and education itself are key elements in the successful reintegration into social and work life and thereby a form of prevention of negative social phenomena. For this reason education of convicts belongs to the most important and the most elementary activities of the professional

development in this direction. In 2013 they became partners and established an own company. His godson helped them with all formalities. He was interested to work together with them because he was not satisfied with his work so far. He worked as a manager in pizzeria, that's why he became a boss of Maciek's business. They had enormous trust and they made all the decisions together. Slowly they started successful co-operation. The results of this work exceeded his expectations. In 2013, their revenue size reached 20 thousand PLN per month, now (2015) is reaching 100 thousand PLN."

Now Maciek cooperate with foundation Slawek, help very often by renovations. He goes to the prison and gives testimonies in the foundation program and tells about his life, difficult moments and about changing and faith in God. Maciek takes part in pilgrimage together with other prisoners and doesn't forget that foundation Slawek is his second home.

RESULTS, EFFECTS

Owing to the possibility to live in the Centre in Mienia, Maciek could feely and calmly search for a job. At the beginning he took the job below his potential, but firstly the most important thing was to earn money for maintenance. Maciek took advantage of all chances related to development, he used the knowledge provided. He completed a vocational activation course, during which he took part in psychosocial activities (assertiveness, job search), ECDL computer course and vocational training, after completion of which he was granted the certificate of electrical engineer. This made it possible for him to undertake shortly new, more interesting and better paid activities. In addition, Maciek was strongly involved in the Foundation issues. All renovation works, which were carried out in the Foundation were managed by Maciek. He never wanted any money for his work. Additionally, for many years he has been an active volunteer in the Pilgrimage to Jasna Góra, helping the disabled persons. The participation in psychosocial activities, reading books and work on emotions allowed Maciek to pursue consistently his goal. The main factors, which contributed to starting new life, were readiness, openness towards changes, participation in training courses and taking advantage of support of the mentor in person of the Foundation Chairman. Apart from the work on personal development, Maciek willingly got engaged in numerous voluntary issues, wanting to return a favour for the help offered to him. He willingly took part in the Foundation programme: bearing witness, visiting prisons and telling how he coped directly after release, what his action plan was, to whom he turned for

realization of the main obligatory program in the prison (the individual meetings with psychologist, writing exercises - therapy for addicted people)
 participate in yoga classes
 Proficiency in asking for help and using of it
 Spiritual development (Bible reading)
 Development of knowledge
 Contact with people from outside (letters to family and the foundation)

LIFE AFTER RELEASE

After release he decided that he would be independent. He wanted to start his job immediately, because he didn't want to be a burden for anyone. First of all he wanted to help his children. After 3 days he began his first job. It was a simple physical activity- digging ditches. Thanks to this job he understood that he is able to find a better occupation. He was convinced that if he is doing this work it is also suitable for doing other things. After first 1,5 month of work employer gave him a possibility to live in his small working house. He was more flexible in this situation, and had better connection to Warsaw center and more opportunities to use. It means that Maciek won a huge trust of employer. Warsaw has given him more possibilities to earn money. That's why he spent a short time in Slawek Foundation in the center of Warsaw. He slept and leaved there, because it was too far and too expensive to come back every day to Mienia Center. He began to receive first orders for interior restoration works. He decided to build resources and save money. "At the same time, he took a course in Slawek Foundation, financed by EU funds, where he learnt how to use a computer, participated in psychosocial activities and professional counselling, and at the end he received permissions to legally work as an electrician. It was a good start in his new life. He worked with his boss for two years, but the whole time, he also took jobs from private people. During the afternoons and weekends he did additional restoration and building construction works. He worked very conscientiously. He tried to do his best and people were happy and began to recommend his services to their friends and other people. In this way, he had more orders. Then he decided to invest saved money in his own tools. After a few months later he met one ex-prisoner, who had good skills to work with him. There was so much to do, that they worked really hard and long, also at every weekend. He didn't expect such a result of his work. They could rent a flat together.

His new assistant was very determined and was going to continue self-de-

personal of the correctional facilities. In addition to this, special attention is paid to the education of minor offenders. In the conditions of the imprisonment sentence this is not just a classical educational process but a complex resocialisation programme whose objective is to eliminate unwanted forms of behaviour and habits in young convicts, restructure their personality and help them to integrate into the society better.

During dealing with the convicts various forms and methods of pedagogical and psychological activities, methods of social work, work integration, educational and cultural activities are utilised to meet the set objectives.

The education of adults is implemented with a focus on the integration of the convicts into the society after their release in accordance with their personal and social needs. This form of education is implemented by an accredited institution which on the completion of the educational process issues a corresponding certificate for the convict. Prospective convicts are given the chance to obtain elementary education, secondary vocational education, complete secondary education or to participate in other forms of education which will enable them to obtain or extend their professional qualification. Illiterate convicts are given the chance to attend a literacy course.

Cultural and edifying activities are focused on the implementation of leisure activities and free time activities. The convicts are taught acceptable patterns of behaviour and interpersonal relationships as well as respect for life and society. They also have the possibility to implement their activities in the framework of the interest coteries, in addition to this, various lectures, debates with famous personalities from cultural life, live performances of musical and dance bands are organised for them.

COURSES AND TRAININGS IMPLEMENTED BY THE PROFESSIONAL PERSONAL OF THE CORRECTIONAL FACILITY:

Training courses aimed to the increase and extension of qualification, are nowadays implemented with a focus on the professions of gardener, barber, cook. Besides that their additional focus is on working at heights, welding, working with PC, studying the English and German language and courses to complete the elementary education. They are implemented by scholarly institutions as well as the correctional facilities themselves.

Implementation by means of the social workers in the correctional facilities:

Their activities accompany the convicts in the course of the whole process of their imprisonment sentence and are based on the principles of social work. In addition to the diagnostics, the creation of the plan of social help, individual social work, crisis intervention, handling of documents, contacts with the families, implementation of edification and education in the form of lectures and debates, etc. they also provide social work which is done in the form of group counselling and **training of social skills**.

Implementation by means of psychologists in the correctional facilities

The psychologists of the imprisonment departments provide individual psychological services as intervention, psycho-therapy, psychological examination and counselling. They also provide services in group forms - e.g. relaxation and psycho-hygienic techniques, group psycho-therapy and counselling as well as **social-psychological trainings**.

The objectives of the social-psychological trainings implemented by the psychologists in the correctional facilities are:

- the training of certain specific social skills, their extension and improvement (sensitivity, communication, assertivity, cooperation, leading of discussions, solution of problems)
- the acquisition of skills necessary for the solution of interpersonal conflicts and problems.
- understanding of group interaction.
- improvement and deepening of self-knowledge on the interaction level, which in the psycho-therapeutical terminology means the improvement of interpersonal insight and awareness of the feedback of one's own actions on other people.

Courses and trainings implemented by non-governmental organisations (are implemented within the framework of projects and therefore dependent on the successful procurement of financial subsidy for their implementation):

"Right for everyday" - is an edification and education programme for those who were convicted in the area of law. Its objective is to increase legal awareness of the convicts serving their sentence in prison and thereby create the basis for their successful reintegration into the society after release, to prevent

was initiated. For that reason the inmate was not allowed to participate in any activities, although he requested for it, what was referred to above. He only heard of gardener and computer courses organised there, unfortunately he did not get the permission to take part in them.

The only help he got was the information from his tutor about assistance and social welfare centres. Maciek was prepared for the release mainly thanks to contacts and talks with the Foundation. Most importantly, his biggest concern related to the place of stay after release was dispelled. This let him regain peace and belief that from that time it can only be better.

In the prison he had alcoholic therapy only through three months together with meditation and yoga elements. It was very useful and helpful to find the way to himself. Yoga got him consistency and harmony.

AFTER RELEASE

At the time of release Maciek was extremely scared but he knew that he can either turn his life around or simply lose it, if he doesn't fight for himself. He was also afraid of the consequences from the side of the prison service because of the reported case of beating up. He made his first steps towards the Foundation. Most importantly, we were calm that he had roof over his head. He remembered perfectly his correspondence with the Foundation volunteer, who had written at the end of one letter the words: "spring regards". Maciek still remembers these words – they let him go through the most difficult time. He did not know how he would be received by the Foundation; he thought that he would rather be treated as a convict, that no one will care much for him. He did not expect that he would meet with such a family climate and warm welcome. He could feel that there were people who cared about him. At first, an interview was held with Maciek, afterwards he was instructed how to get to the Foundation's Centre in Mienia. Next days he met with a career counselor, who helped him find the first job. The job was simple physical work. After few weeks Maciek began a vocational activity course in the Foundation. All the time he had individual talks concerning his previous problems with alcohol abuse and aggression, he also took advantage of legal aid. 3 months after release he participated in the 30 hours' Aggression Replacement Training.

PLAN OF DEVELOPMENT

reading books
self-coaching

as he could. He started to read books. John Paul II became his authority - his words encouraged him to work on himself. He felt a discomfort and lack of knowledge. He made up his deficiencies.

The book "Loss of control: how and why we lose the ability to self-regulation" of Roy F. Baumeister, made the biggest impression on him- this was his Bible in this time. He read it twice. At the beginning he thought that he was going crazy, prison and people terrified him. He started to create his world. By reading he tried to understand himself. He had to fight his position in the prison cell, very often with violence using. Others wanted him to use the prison dialect and making of tattoos. He effectively refused. The faith in God was also his important resource, which allowed to survive difficult times. Staying in prison was a beautiful time for working on himself, time of determination, making a stand.

REASON OF INVOLVMENT

Maciek got involved in all possible activities. He knew already when he was in prison that he wanted to change his life, to do anything to turn his fortune around. He understood the importance of determination, pursuing goals and willpower. He learned in the prison about the Sławek Foundation, which helps inmates. He decided to write a letter, in which he described his situation and requested to establish contacts. Correspondence with the inmate was quite intensive and his determination to work on himself was so convincing that the Foundation representatives decided to visit Maciek under the „Individual talks" programme in the prison while serving a sentence. Owing to getting to know Maciek better, he was assured that after his release from the prison he would have the possibility to live in the Foundation's Centre in Mienia.

CASE WORK IN PRISON AND PREPARATION FOR RELEASE

Thanks to intensive contacts with the Foundation, Maciek learned that after his release from the penal institution he would have a chance to take part in the „Sentenced to... success on the labour market" project, which provides psychosocial activities, computer courses and vocational guidance ended with vocational course. During individual talks Maciek discussed his family affairs, asked for advice in the matter of submitted complaint against the prison officer, talked about possibilities of further development and worked on himself, especially as regards coping with aggression. While serving the sentence Maciek was beaten up by an officer, in consequence of which an investigation

recidivism of the commission of criminal acts and eliminate mutual prejudice between the convicts and the society. Law departments of universities participate in these activities together with civil associations e.g. the Association of legal clinics, the Civil association of legal clinic of the Trnava university, etc.

Programms of the development of social skills - focused on effective communication and the acquisition of skills which the convicts can use after release, especially in job-seeking at the labour market.

Programms of the development of financial literacy - focused on the solution of problems of indebtedness of convicts, the increase of financial literacy and help and counselling in the process of deleveraging of the members of this target group.

The preparation of the youth for life after release - focused on the youth who are about to be released, the course is already implemented during the imprisonment sentence.

COURSES AND TRAININGS IMPLEMENTED BY THE ORGANISATION EDUKOS:

I. Probational and educational programs for convicts as forms of alternative punishments who are serving their sentence outside of the correctional facility in the framework of their conditional sentence. The programs are suitable for those convicts who serve their sentence in the correctional facility as well.

- **Program of Personal Development and Growth (PORR)** - The implementation of the PORR program is based on the general objectives of probation programs which are reduction of the risk of recidivism, taking into consideration the interests of the victims and protection of the society by means of strengthening and supporting the positive resources of the clients which will able them to re-integrate into the society (resocialisation), lead a life in accordance with the laws and to be socially acceptable.

- **Program of Personal Development and Growth for the Youth (PORRM)** - is a special program meant for the offenders of less serious crimes (e.g. thefts, violation of domestic freedom, causing damage to other people's property) in the age range from 14 – 18 years of age. The objective of the program is to lead the participants to understand the consequences of the criminal act they

have committed, accept responsibility for it and avoid such acts in the future. The emphasis is put on the key competences of the individual participants among others the ability to take into consideration the consequences of the committed crime, the ability to control one's emotions, solve problems and conflicts in a structured way and the ability to identify risk situations leading to the violation of legal norms.

- **Program for the Elimination of the Risks of Financial Recidivism (PERFR)** - is a special program meant for the offenders of less serious financial crimes connected with an unfavourable social situation of the convicts, their indebtedness, negligence, criminal acts committed in the framework of contractual relationships especially with financial institutions and the non-fulfillment of their obligations especially towards these institutions (banking and non-banking institutions, insurance companies).

II. Probational and educational programmes for convicts - implemented in the correctional facilities

- The Programme for the development of social skills - the programme is suitable for convicts who are serving their sentence in a correctional facility in the period from three - six months before their release, especially those who are placed in the preparation for release departments and are getting ready for their life after release. The objective of the programme is the development of positive social behaviour, self- control, the improvement of social skills and competences that strengthen non-conflictual way of life.
- The Programme for the development of financial literacy - the programme is suitable for convicts who are serving their sentence in the correctional facilities in the period from three to six months before their release, especially those who are placed in the preparation for release departments . The programme is focused on the solution of the problems of indebtedness of the convicts, the increase of their financial literacy and help and counselling in the process of deleveraging the members of this target group.
- The Programmes of the development of legal awareness - the programme is suitable for convicts who are serving their sentence in a correctional facility from three to six months before their release, especially those who are placed in the preparation for release departments and are preparing for their life after release. The objective of the programme is to teach basic legal knowledge that is important for the orientation in life and at the labour market (constitutional, civil, family, labour and social law).

for him. The other world was more interesting. He didn't worry about anything.
KNOWLEDGE, EXPERIENCE, SKILLS, ABILITIES, COMPETENCIES

Maciek has a good knowledge in renovation of interiors. All the time he is retraining, practising and learning. He is looking for new solutions and experimenting. He is not afraid to ask questions. Experience - 20 years in renovation, building construction and repairs. He is driving a car very well. Skills - manual, negotiating, He has ability to solve conflicts very well; Competences - calculations of costs, the management of people, the ability to make decisions and providing, ability of listening, knowledge of life. He learns from his experiences.

CONFLICT WITH LAW

The main reason to get conflicts with law was loss of control of his life. During drinking he couldn't think about consequences of his behaviors. He was not aware of what he is doing. He became very aggressive with other people. Nobody could tell him, what he should do. He knew what the best was for him. He was the expert of his life. The victim of his behaviours was the sister of his wife. He threatened her and molested her sexual. Sisters wife reported this to the police and he was convicted of threats and harassment for 3 years and 3 months. Before he got to the prison his wife divorced him.

THE CONSEQUENCES OF THE JUDGMENT

He lost at the beginning through drinking his wife and money that he invested in land for the new house. First of all he lost the freedom. Very fast he understood what he was doing.

In the prison he engaged in all possible activities. He had job of cleaning and collecting the garbage insight the prison. It was very important for him to find occupation. Unfortunately he had a bad luck. One day he had been badly treated by a security guard and decided to complain. The result was the loss of all privileges. Neither work nor the possibility of using of the courses.

Despite obstacles he wanted to change his life and decided to do everything to change his fate. He was very determined, had a goal and a strong will. He understood that everything was in his head and that all depended on a way of his thinking. He began his private fight with negative thoughts.

He was not alone. The family gave him an emotional support even the ex-wife. He didn't waste time by staying in prison. He tried to use this time as best

Maciek, 46 years old

Case study

Slawek Foundation - PL, Żaneta Łagodzińska

THE FAMILY CASE HISTORY

Maciek came from a complete family with a good economic condition. The family lived in a small house together with his older sister Hania. The mother was very emotional and resourceful. Maciek got a big portion of love from her. Practically she was the head of the family. She worked hard and was responsible for everything. The father wasn't so sensitive and didn't care so much of the family. Besides he abused alcohol and very often he wasn't at home.

HEALTH STATUS HISTORY

Practically Maciek was a very healthy child. He spent much time outside with other children. He was very dynamic and in each fun he was the leader. Very often he behaved like a rogue and the mother was called often to the school. Sometimes he created educational problems but generally he was helpful and obliging. He often felt the necessary of leadership. He was very open and exuberant.

PERSONAL HISTORY

Maciek wasn't a difficult child. At the beginning he did not like school, especially the first eight classes wasn't interesting for him. Every time he had arrears and went there with reluctance. First in the high school he found some interesting subjects like: technology and technical drawing. He liked professional lessons in vocational school of building. He spent most of his free time very actively. The physical effort and dynamic funs were very important for him. He had good relations with different teenagers but very often he had to be the first. When he was 18 he graduated the vocational school in building and he obtained qualifications of bricklayer - steel fixer. At the age of 17 he started smoking and drinking and became addicted. He wanted to be an adult and male. In the age of 20 he got married. He had four daughters. Unfortunately he didn't stop drinking. He was often outside his home and family. In one moment everything had changed. The responsibility of the whole family was too heavy

- New life after release - the programme is intended for young convicts who are serving the last phase of their sentence and is implemented already during the serving of this last phase of the sentence. The objective of the programme is to eliminate the risks of recidivism of the commission of criminal acts or other forms of unlawful behaviour of the youth, to create the conditions for their reintegration into the social and labour environment and to help them in the process of resocialisation and reintegration into normal life by means of personal empowerment and encouragement of the efforts to live in accordance with the social norms in the most vulnerable period (i.e. immediately after their release from the correctional facility).

The programmes are implemented in group form with utmost 12 participants. They are implemented in cooperation with the correctional facilities in case of successful procurement of financial subsidies through demand-oriented projects.

DESCRIPTION OF THE PORR PROGRAM

The resocialisation program PORR – „the Program of Personal Development and Growth” is a group social training for 8-12 participants implemented in an experience form.

The implementation of the PORR program is based on the general objectives of probation programs which are reduction of the risk of recidivism, taking into consideration the interests of the victims and protection of the society by means of strengthening and supporting the positive resources of the clients which will able them to re-integrate into the society (resocialisation), lead a life in accordance with the laws and to be socially acceptable.

The main objectives of the PORR program are:

- To minimize the potential for risk behaviour (stress management, solution of crises and conflicts, reduction of risk factors),
- To expand social competences and social communication (getting to know oneself, feedback)

TARGET GROUP

The success of the program depends on the selection of appropriate participants for the resocialisation program based on the following success criteria: reduction of recidivism, strengthening and support of positive resources of the clients which will enable their successful resocialisation.

The PORR program is meant for the following target group:

- Convicts in the prison
- Convicts who were awarded a conditional suspense of imprisonment with probation supervision and the obligation to participate in cooperation with a probation and mediation officers or another specialits in a program of social training or another educational program. (§ 51 section 4 g of the Law no 300/2005)
- Convicts whom the prosecutor awarded a conditional suspense of criminal prosecution in accordance with § 216 section 4 of the Law no 301/2005.

USED METHODS

In the framework of the PORR program the following methods and techniques are used in working with the participants of the program in the form of group as well as individual work:

- Group work using cognitive-behavioral techniques,
- Dialogues and group discussion methods (express one's own opinions, listen to each other and respect the opinion of others)
- Experience methods (playing of roles, modeling of situations)
- Diagnostical and classification methods.

OVERALL EXTENT OF THE PROGRAM

The resocialisation program PORR has an extent of 36 hours.

STRUCTURE OF PROGRAM

The PORR program consists of four basic modules which are composed in accordance with the goals of the resocialisation program and the target group for its implementation. The various modules are arrayed in a logical sequence.

it is worth undertaking them, bearing in my the fact that an educated person is less likely to return to the prison, thus reducing the prisoner maintenance costs, which currently amount to as much as 3000 PLN/month.

Reintegration can be definitely supported by creating as many opportunities of work in the prison when serving a sentence as possible, either inside the Prison or on the outside. A good solution is to choose from among the offers of employment agency which realise the social responsibility mission and work in favour of the employment of socially excluded persons, including prisoners.

Projects and trainings implemented in prisons comprise influences reducing pedagogical deficiencies, strengthening social functions via the work with disabled persons and the care of animals and the maintenance of plants, professional activation, psychomotor influences, the prevention of aggression, violence, addictions, sexual offences. Educational influences through culture and development of convicts' own creative work are also of major importance. It is impossible to refer all examples of taken actions, especially those taken by foundations and associations, but one conclusion emerges that the demand for this kind of activity is considerable and that engagement of people outside the prison walls, including volunteers/trainers and people willing to help increases year by year.

able to clip a ticket in the means of public transport, not to mention the use of cashpoints or an electronic bank account or finding a job. In many prisons computer skills, for a variety of reasons, have not been developed so far.

The classes developing the basic skills, such as: reading comprehension, troubleshooting, handling conflicts or communication and initiative should be implemented permanently. The attendees should be diagnosed and delegated to workshops developing a given skill, in which they have deficiencies.

An individual work which started in the prison should be continued directly after release. The person, who had been working in the prison with an action plan which worked out, still needs assistance after releasing. It is worth for a non-governmental organization to continue the work with a given person through the contact with a psychologist, a lawyer (if needed) and a work coach.

It is also required to provide, particularly for people with long prison sentence, the classes preparing for release, which includes meetings with a social consultant, educational financial workshops and individual meetings with a financial specialist advising on the payment of debt, the debt enforcement proceedings, working on the change of bad habits in this regard.

We find it important to conduct regular workshops on art therapy and sports activities behind the prison walls. Such activities positively strengthen, ensure better mental condition and learn to obey the rules; they have an influence on the development of personal and social emotions as well as moral attitudes. In addition, it has major importance to have the possibility to continue the education suspended for the time of serving a prison sentence via e-learning platforms. Socially excluded people should have the right to proper level of education and the possibility to start learning or extending the knowledge already gained not only in the prison schools. An excellent solution is teaching at distance via the Internet. This system was implemented in Sweden, where one teacher in a given penitentiary unit conducts classes with a student who is minimum 1000 km away. Each unit has the Education Centre, where 6 teachers work. The inmates have individual learning schemes (a kind of tutorial), which allows them to choose the subjects in which they want to educate. Transferring a convict to another establishment guarantees his further education. Such systemic solutions should be implemented to the penitentiary system. Such activities are related to considerable financial outlays, however

The 4 modules of the PORR program:

1. Getting to know oneself and others
2. Verbal and non-verbal communication
3. Assertive behaviour and identification and management of manipulative behaviour
4. Problems and their solution in a non-aggressive way

CONTENT OF THE INDIVIDUAL MODULES

The PORR program consists of the 4 aforementioned modules which are arranged in a logical sequence. Each module has clearly defined specific objectives to follow and basic topics described in detail in the annex.

Add 1. Module: Getting to know oneself and getting to know others

Objective:

- To become aware of the various layers of one's personality and the personality of others and motivate oneself to their development
- To become aware of the responsibility of one's behaviour; risk of recidivism and its elimination

Parts:

5. Getting to know oneself
6. Emotions and feeling
7. My criminal act

Add 2. Module: Communication

Objective:

- To master the basic forms of communication,
- To understand the meaning of active hearing and opening of oneself in communication
- To identify one's mistakes and the mistakes of others in communication

Parts:

8. Non-verbal communication
9. Verbal communication
10. Hearing

Add 3. Module: Assertive behaviour and identification and management of manipulative behaviour

Objective:

- The identification of the various types of behaviour
- Adoption of the basics of assertive behaviour
- Identification and management of manipulation in behaviour

Parts:

11. Basic forms of communication
12. Assertive behaviour and identification and management of manipulative behaviour

Add 4. Module: Problems and their solution in a non-aggressive way

Objective:

- Approach problems in a structured and targeted way
- Learn and try out strategies for the solution of problems
- Lead participants to a systematic solution of everyday problems

Parts:

13. Understanding the problem
14. Looking for solutions
15. Implementation of solutions
16. Action plan
17. Conclusion

THE DESCRIPTION OF THE PROGRAM PERFR

The resocialization program PERFR – „the Program for the Elimination of the Risks of Financial Recidivism“ - is a special program meant for the offenders of less serious financial crimes connected with an unfavourable social situation of the convicts, their indebtedness, negligence, criminal acts committed in the framework of contractual relationships especially with financial institutions and the non-fulfillment of their obligations especially towards these institutions (banking and non-banking institutions, insurance companies).

The opinions appearing among prisoners concerning the delegation to vocational courses, according to which they do not allow improving their position on the labour market and are not adjusted to their expectations and competences and the labour market demand, are worth taking as a signal to look closer at the management of training activities and the estimation of their rightfulness and effectiveness.

„The prison also provides the possibility to participate in the technical and craft apprenticeships, however it is quite rare“ – says a convict.

According to the opinion of convicts, the amount of vocational trainings conducted in the penitentiary institutions is insufficient, the groups are too big, as they consist of 12-15 people, the practical classes are relatively rare and in addition there is no individual approach. The convicts, who want to apply for the possibility to take part in the training, have to meet adequate criteria, such as short term to release, what disqualifies many of them.

Vocational courses organized in the penitentiary units not always prepare for practising the profession, the penitentiary institutions do not create sufficient opportunities to work for purposes of gaining proper experience when serving a sentence of imprisonment. The inmates also emphasize in their statements the lack of focus on the actual needs and vocational predispositions of prisoners. The penitentiary institutions, by the occasion of the realisation of vocational trainings, in case of the European projects use the funds to raise standards of the penitentiary units. Sometimes the types of courses are dictated by the unit needs regarding the improvement of functionality of rooms, buildings and external environment, neglecting to consider the aims of vocational aspirations.

In the present penitentiary system, many prisons should pay attention most importantly to the development of computer skills of inmates, at least on elementary level, mainly for people who have never had such opportunity. The trainings should focus on learning to operate the basic programmes such as Word and on developing the skill of surfing the Internet.

The present-day world is based on the rapid development of technology and IT and the application of diversified solutions, which require the above mentioned skills. The people who serve long sentences in prisons after release are un-

prison and watching theatre group.

Mentoring meetings with famous people are also for convicts: both from the world of sport and public people who by their example and the change of their lifestyle affect the process of changing functioning of the convict.

Live broadcasts of theatre plays in prisons are also interesting. The broadcasts take place under the „Studio Live” Project, which provides live broadcasts of Studio Theatre plays to hospitals and prisons, meaning wherever a watcher has no chance to go the theatre. The broadcasts are prepared in such a way, so that its recipients could also see the audience in the theatre. Each play starts by informing the guests seating in the auditorium that persons in prisons and hospitals watch the play together with them. The purpose of the above is to integrate various social groups and persons being in various life situations, and also to have an impact on breaking barriers and isolation, which often become the reason of social dysfunction of sick persons, the elderly and those who leave prisons after serving their sentence. The plays are preceded by workshops, which are conducted by Studio Theatre actors, introducing the watchers to the climate of the show. Participation in the project is an attempt to make prisoners more sensitive through culture and to force them to reflection upon themselves.

An important barrier of participation in educational and training activities among inmates is the lack of motivation or need, which results from low assessment of usefulness of vocational trainings. In some cases, especially among people who have been unemployed for a long time or are economically inactive, it may be connected with low self-assessment, low assessment of their abilities to learn and develop, with stagnation and passive attitude. In such cases it is advisable for a career development professional to intervene in close cooperation with a psychologist or coach. The idea of vocational guidance is very well estimated and received. Inmates find it necessary to develop the services in this area and they are willing to take advantage of such services. Simultaneously, not many of them know that they may be advised by a career development professional after leaving the penitentiary unit and which institutions provide such services.

There is a stereotype perception of learning among inmates, for whom it is the area of activity reserved for young people. Middle-aged and older persons of lower education level consider themselves to be „too old” to continue their professional development.

Objective

The strengthening of responsibility for one’s own acts by means of discovering and becoming aware of one’s positive resources and abilities. Responsibility is the basic pillar of a person’s reliability and enables others to place trust in that person and let him/her his/her freedom of choice. The main objective of this educational program is to provide the participants with the basics of financial literacy and deepen their knowledge in this area:

- To re-enforce their awareness of personal responsibility for one’s own acts, to teach them to see money as a means, tool for attaining goals,
- To help them develop the ability to navigate in the dense network of financial institutions and their products,
- To teach them to see and understand the relational context of social-economical events with the possibilities of their own personal and professional realisation,
- To direct them fully towards the connection of knowledge from the monetary area with its use and application in everyday life,
- To provide the participants with the basics of financial literacy and deepen their knowledge of the legal area.

TARGET GROUP

The target group is formed by offenders whose committed criminal act was especially motivated by an unfavourable social and financial situation, indebtedness, negligence and insufficient level of financial literacy, the non-payment of agreed installments owed to various banking and non-banking institutions as well as cases of frauds where the offender had access to the financial means of his/her employer that he/she used for his/her own purposes. Those are especially offenders who are being prosecuted for embezzlement according to § 213 section 1 of the Penal law, offenders who are being prosecuted or have been convicted for fraud according § 221 section 1. 2. of the Penal Law. The last category are offenders who are being prosecuted for the misdemeanor of a loan scam according to § 22 section 1. of the Penal Law and who have signed a contract on consumer credit with the purpose of buying consumer household technology which they subsequently cannot pay back having sold the obtained product to an unknown third party.

USED METHODS

Group or individual work with participants is done by means of the following methods:

- Lectures followed by discussions focused on the transfer of new knowledge,
- Discussion focused on presenting various opinions on certain problems and on finding out the opinions and attitudes of the participants on various life situations,
- Role plays focused on the presentation of one's own personality,
- Group work – solving of model situations – common responsibility for the results, support of cooperative behavioral styles, minimalisation of communicational blocks,
- Games – demonstration of relationships and contexts, training of social skills.

OVERALL EXTENT OF THE PROGRAM

The resocialisation program PERFR has the extent of 42 hours that means 14 meetings per 3 hours. The form of work is group work.

STRUCTURE OF THE PROGRAM

The program consists of 4 modules which are composed in accordance with the objectives of resocialisation program and the target group for its implementation. The various modules are arrayed in a logical sequence.

The program has 4 modules:

1. My criminal act
2. How to become more responsible
3. Indebtedness and financial literacy – loans, credit products and their providers
4. Ways to financial comfort

CONTENT OF INDIVIDUAL MODULES

Add 1. Module: My criminal act

visible on a part of non-governmental organizations and aid institutions. The Slawek Foundation performs for example the programme already described: "First steps into freedom" and „The Guardian Angel", in which a former convict (volunteer) picks up a convict from the prison and spends with him eight hours (this is the time the first passes are usually granted for), helping him to get accustomed with the changing reality (he explains how to fix official issues, buy a ticket, find oneself in subway, use an automatic machines).

The Slawek Foundation organizes also in penitentiary institutions meetings (**Testimonies, individual talks**) which former prisoners who after leaving prison began life in sobriety honestly, achieving professional success and family happiness. In this way ex-prisoners show to prisoners that lawful life is possible and can bring more joy than the criminal way. Prisoners have a lot of personal problems, dilemmas concerning family life, law, property and addiction issues which they consider sensitive and extremely fragile. During the individual talks they can share these problems in private. Very interesting and valuable is the program „**Read me...**". The imprisonment of one of the family members entails negative consequences not only for the functioning of the convicted person, but also for the entire family. The consequence of parents reside in conditions of isolation in prison is to significantly reduce their participation in family life, because they do not fulfil their obligations parental and marriage. The imprisonment of the mother or the father also affects negatively on emotional, behavioural and social development of the child. The project consists in recording fairy tale read by a prisoner - the recording is prepared professionally by a sound engineer and recorded on a CD with music and special effects and then sent to the children. Detainees personally perform the drawing on the cover. The aim of the project is to help maintain emotional bonds between children and their parents deprived of their liberty. Recordings are carried out in penitentiaries and detention centres. As part of integration of inmates with their families Slawek Foundation is organizing **common celebration** of Children's Day and Christmas meetings of inmates with their families. The prisoners, ex-prisoners and their families are often complicated problems of life on the family situation or legal status. Working for the Foundation "Slawek ' **lawyers, psychologists, educators** advise them what they should do in specific situations, so they can solve problems faster and better. This project is implemented within the framework operating at the Foundation - Family Clinic. Every year especially - for prisoners – the foundation organise **Mienia - Art** – picnic combined with artistic workshops. Convicted take part in learning of painting, sculpturing, poetry creative writing and listening concerts of musicians from

about how to overcome them and how to face challenges. Music creation lets those boys express themselves, show emotions, desires, moments of doubt, but also hope. And most importantly, playing lets them make their dreams come true. Paragraf 64 has already published its first professional CD „Mój Anioł stróż” (My Guardian Angel). Material for further CDs is practically finished.

- **Film Club** – common watching of valuable films, under the watchful eye of professional animator – director, activating convicts to cooperate while writing film scripts. Such actions are taken in the Prison in Wołów on the initiative of director Jan Mrozowski.
- **Theatre** – a theatre group „Nadzieja” (Hope) from the Detention Centre in Warsaw Grochów – convicted women from semi-open prison under the supervision of a nun stage interesting and ambitious theatre plays. Through performances on the stage the girls find contact with their own emotions, they understand feelings of others, raise their self-esteem, learn responsibility, and develop themselves morally and spiritually.

COMPUTER TRAININGS constitute another good practice. They have proved to be very interesting and convicts willingly participate in them. They learn the basic computer skills, necessary programs such as Word and Excel. Unfortunately, financial resources are challenging. So far in Poland resources for that purpose were acquired mostly from the European Union. It would be a good solution to rely in this respect to a large extent on public finances.

For example in France, the Minister of Justice introduced experimental solution to let convicts use Internet under supervision. The objective of the project entitled "Cyfrowe Podstawy" (Digital basics) is to „break digital exclusion of convicts” and comprises 7 prisons. Convicts may practice the use of Internet, surf on previously chosen websites. Mainly public entities (where they seek for information about social matters, job offers, ways to get a flat) or the "Wikipedia". Victims may send e-mails under supervision, they are not allowed to use keyboard in the absence of guard. „Digital Basics” are also used as an element of education. Victims may practice online exercises in maths or French on the websites recommended to them by academic lecturers. They may also practice how to use text editor and calculation worksheet, as well as the ability to prepare a CV.

Another necessary good practice is the implementation to prisons of **programmes preparing** for release. In this case, huge engagement in Poland is

Objective:

- To become aware of the way that led to the commission of the criminal act, what were the reasons, advantages, disadvantages, consequences, training of techniques for the elimination of anxiety, tension, anger and aggression,

Part:

- Motives, goals of the criminal act
- The course of my criminal act
- Advantages and disadvantages of the criminal act
- Responsibility for one’s behaviour

Add 2. Module: How to become more responsible

Objective:

- To teach and encourage the participants to accept a greater responsibility for one’s decisions and acts
- To discover and to become aware of one’s positive sources
- To identify risks and manipulation
- To neutralize manipulation
- To be able to make a decision and say „no”

Parts:

- The support of one’s personality and positive personal resources
- Risks and manipulation
- „No and stop” to disadvantageous and risk situations

Add 3. Module: Indebtedness and financial literacy

Objective:

- To teach the participants caution and responsibility in deciding on taking out a loan or buying a product on installments
- To be able to estimate the risks involved in paying installments
- To be able to assess one’s own risk and alarm signals

Parts:

- Permanent life values, hierarchy of values (health, family, accommodation)
- Obtaining money for the satisfaction of life needs, income and work
- Loans, credit products and their providers
- Consequences of non-payment, possible solutions
- (communication with creditors, judicial and extrajudicial settlements)

Add 4. Module: Way to financial comfort

Objective:

- To learn to resist offers, advertisements and manipulations
- To accept responsibility for creating a financial reserve for unpredictable events
- To teach the participants to effectively and safely use the modern tools of payment

Parts:

- Financial responsibility and making the right decisions
- Planning and management of finances in regular everyday situations

THE TRAININGS IN PRISON

In the year 2014 only 193 convicts attended the trainings, which represents 2,22% out of the total number. They were focused on getting to know oneself, communication, management of conflicts, stress, assertivity, etc. At present the psychologists from the imprisonment department are in charge of the implementation of trainings. In the past NGOs provided them as well, but their implementation is dependent on the finances of the organisation which itself dependent on grants. At present there are no other organisations involved in the implementation of trainings in the course of penitentiary care.

THE EXPECTATIONS IN THE FIELD OF EDUCATION AND TRAININGS IN PRISON

The expectations for the future are that all convicts released from prison have an action plan elaborated with the objective to support their job-seeking at the labour market and attend a course of financial literacy. According to their personal interests convicts serving their time in prison should attend training

grates families, develops emotionally, and improves reading and text interpretation skills.

GOOD REHABILITATION PRACTICES

One of the best practices is eclectic approach in the process of selecting rehabilitation influences. A great example in Poland in the project entitled „**Czarna Owca – skazani na ochronę przyrody**” (The Black Sheep – doomed to environmental protection), which was implemented in the Prison in Wołów. The project comprised professional trainings for convicts, where theoretical classes were minimized and the focus was put on gaining practical skills. The basic objective of the project is gaining qualifications and professional experience by convicts using the local labour market possibilities. The trainings included: handicraft, agricultural courses: a beekeeper, nursery plants, a woodsman, a grower of fishes, an operator of agricultural machines and a grower of sheep. The offer included building courses but also vocational trainings for: a tool maker, a carpenter, a turner, an electrician, a bricklayer, a welder, a cooker and a baker. The project was performed in 2007 under the EU Initiative Equal and financed from the European Social Fund Resources. The project combined rehabilitation, agriculture and environmental protection. Nowadays the labour market forces the ability to perform multiple professions, therefore it was ensured under the project that one person could complete many courses, e.g. the courses of steel-fixer – concreter, bricklayer and interior finish technologist. During the traineeship the convicts, mostly outside of the prison, gained not only professional skills, but they also had the occasion to integrate with local environment, they adapted to performance of social functions, not to prison conditions. Work should be broadly practiced by convicts due to the fact that it is the key of the quality of life, not only in prison. Give a man the feeling of dignity and suitability, its lack has destructive influence on functioning of people. Possibility to work is one of the most important good practices in rehabilitation system.

One of the most interesting forms of activation of convicts and simultaneously a good practice is **ART**.

THE INITIATIVES WHICH ARE WORTH FOLLOWING INCLUDE:

- formation of **prison bands – facilitating talent development**, learning under the supervision of professionals: a great example in Poland is the band Paragraf 64, formed in the Prison in Strzelce Opolskie. The band sings about destination, addictions, and obstacles carried by life, but also

physical, emotional, economical and sexual aggression will occur in the nearest future, as well as recognizing motives driving aggressors and the effects of their actions. In addition, teaching how to solve family problems without violation of personal dignity of its members, increasing the effectiveness of restraining by perpetrators of violence from using it, as well as preparing this group of convicts for proper functioning in environments of their origin. The programme lasts six months and consists of 24 meetings (in total 65 hours). The classes are carried out according to certain particular scheme regarding behaviours: at first there is analysis, comprehension and discontinuance. This scheme refers to physical and emotional violence, bullying and overawing, isolating, denying, diminishing and blaming, minimization. Finally, during the classes one is taught to define trust and support, honesty and responsibility, sexual respect, negotiation and just; in addition an analysis is carried out in respect of male privileges, economical violence, the use of children as control tactic and eventually the comprehension of imposing and threatening.

In **2013** 207 editions of Duluth Programme were conducted for 1 801 convicts, in **2014** - 174 editions for 588 convicts, while in **2015** - 136 editions for 1222 convicts. The programme lets realize the picture of functioning of perpetrator, who often minimizes his acts and builds illusory belief about his innocence and the lack of responsibility for the violent behaviour he serves his sentence for. The above would make it possible, to a large extent, to avoid making snap decisions relating to granting passes or early release on parole knowing that e.g. the perpetrator still manifest violent behaviours in respect to his family from the prison (manipulates, threatens by the phone, etc.).

Participation of external entities in rehabilitation process of prisoners is an additional value and quite a potential to take advantage of. The **Sławek Foundation** has a lot to offer in this area. In 2015 it conducted the Programme **Pierwsze Kroki na wolności** (First steps into freedom) in three penal institutions. Activities under the whole project comprised individual talks with 137 convicts within the scope of consultancy on employment/job search, financial and social consultancy, and also two types of trainings: Anger Control Training (54 hours) and psychosocial classes regarding the prevention of alcohol consumption. Other very interesting project initiated by the Foundation was the project entitled „Poczytaj mi...” (Read me...), which consist in recording a fairytale read by a convict, its professional preparation by sound recorder, making a CD of the fairytale including background music and sending to convict's child with brief note addressed to him. The project develops social and cognitive skills, inte-

courses in professions identified as lacking at the labour market. Furthermore, they should also attend social-psychological trainings in larger numbers and thereby strengthen their communicational skills, management of stress and resistance to manipulative behavior, etc.

CONCLUSION

The education of convicts, courses, and trainings in prisons are implemented with the objective to integrate the convicts after release into the society in accordance with their personal and social needs and thereby prevent them from re-offending. The natural co-organisers of these activities are also non-governmental organisations focused on providing penitentiary and post-penitentiary care. These organisations often continue working with the convicts after their release from prison in a way similar to working with the target group of the conditionally sentenced and conditionally released in the framework of the alternative punishments. Their mission is indispensable in the educational system also due to the insufficient financial sources for the satisfaction of the existing needs. To learn to realistically assess one's own financial possibilities and sources



Juraj, 30 years old

Case study

EDUKOS – SL, Eva Vajzerova

In the years of 2005-2008 the organisation Edukos pilotely tested the project „Šanca" (the Chance) which was implemented in the framework of the program EQUAL and focused on the target group of convicts. The objective of the project was to help eliminate the problems in the area of the interconnectedness of the penitentiary and post-penitentiary care in Slovakia, especially in relation to young perpetrators of criminal acts. On January 1, 2006 a new law entered into force that was supposed to eliminate this deficiency by means of introducing two new professions, namely the professional position of the guardian and the probation and mediation officer. However, the planned numbers of these new positions were not indicative of a brisk solution to this problem. For this reason volunteers, the so-called tutors, were trained from among the students of social work within the framework of this project. The selection of volunteers from among the students was not accidental, the main reason for this was that by virtue of their age they would be perceived as peers by the young convicts of the correctional facilities. Their task was to establish contact with the young offenders and find out their hobbies, goals and needs for preparation for life after release. After the end of their sentence they were supposed to help them in the first months in the process of reintegration into the society. The young offenders who were preparing for their release, were also engaged in the motivation program for the preparation for life after release. In the year 2007, Juraj, who was at that time still serving the final phase of his sentence, was also engaged in the program for young offenders.

SOCIAL DIAGNOSTICS

THE FAMILY CASE HISTORY

Juraj came from a complete, settled family with a good economic and religious background. The parents lived in a three-room flat with two children, the older Juraj and his younger sister Anna, with whom they had a strong emotional bond, which Juraj found to be an inconvenience especially in the period of his teenage years.

learn how to give feedback. The course participant learns what life attitude he represents: brave, manipulative, yielding or passive. Another step is the training of social skills. Each of the participants trains in pair a certain prosocial skill in front of the whole group, and subsequently he is given feedback. Another part of the training is learning to control anger, which includes familiarization with the mechanisms and manners to suppress this unpleasant feeling. The participants answer the questions included in the questionnaire and get to know their index of anger. Then they learn when anger appears and how to suppress it. The above may be achieved through the knowledge of anger triggers, signals coming from the body and the cognition and working out reducers to reduce physiological agitation of organism. Another activity is learning how to apply reminders, which allow looking at the situation that triggers anger from a different perspective – as less hazardous, and the application of prosocial skill. The last part of the training comprises moral concluding exercises, including: discovering one's own values, practicing moral concluding skills and improvement of the procedure for making decisions that activate values. This procedure provides occasions to consider, before making the decision to behave aggressively, what is worth doing and what should be given up. ART may be most effective when new skills are strengthened all the time, also outside the training room, and also by other officers who do not conduct any classes but interact with convicts (e.g. a prison warder). This programme is known in Polish prisons and has been implemented for 10 years now. In 2013 364 ART editions were performed for 3 531 convicts, in **2014** - 395 editions for 3 989 convicts, while in **2015** - 267 editions for 3 747 convicts in penal institutions all over Poland.

THE „ DULUTH PROGRAMME"

For many people family home is a place of hazard, suffer and despair. Domestic violence, called family violence, is an intentional action using the advantage of physical and emotional strength against family members and violating their personal property and rights.

The programme for perpetrators of family violence (prisoners, convicted under Article 207 of the Penal Code), is based on selected elements according to the Duluth Model. Influences in the programme are directed to the increase of the ability to control aggressive behaviours, the education on solving conflicts without the use of aggression and violence and the constructive functioning in the family. The following detailed objectives were distinguished: teaching perpetrators to recognize their personal signals which may be the sign that

EXAMPLES OF OTHER TRAININGS CONDUCTED BY PRISON OFFICERS AND EXTERNAL ENTITIES

- trainings in construction and carpentry (facilitation in finding work after leaving the prison) the Prison in Stary Bór
- **artistic workshops e.g.: sculpture, artistic classes such as making mock-ups of vessels, paintings, moulages**
- workshops of painting murals at female exercise yards in the Detention Centre Warsaw Grochów. They were attended by girls from closed units.
- **„Sport to wolność”** (Sport is freedom), **„Stretching program rehabilitacji psychoruchowej”** (Stretching – a programme of psychomotor rehabilitation) (programme addressed to various categories of convicts using healthy aspects of sport practicing),
- **„Plastuś”, „Galeria u rzeźnika”** (Gallery at the butcher's), **„Dobro ukryte w sztuce”** (The good hidden in art), **„Siłą wyobraźni otwieramy serca”** (We open hearts with the power of imagination) **„Dekoratorka”** (A decorator) (programmes aiming at development of own artistic work of convicts).

CHARACTERISTICS OF CHOSEN TRAININGS IMPLEMENTED IN PRISONS:

„ART”- AGGRESSION REPLACEMENT TRAINING

The Aggression Replacement Training is ~30 hours of cognitive and behavioural intervention conducted by the method of the training of skills, in small groups (up to 10 persons) by two people, consisting of three modules (social skills, the control of anger and moral concluding) lasting for about 10 hours each. In the penitentiary system this method is applied in relation to juvenile convicts with disposition of aggressive behaviours, in particular in situations where aggressive behaviours are learnt in the process of social learning or constitute the consequence of the lack of sufficient self-control, moral reflection or social skills which make it possible to achieve personal targets in a socially acceptable way. ART classes are directive and they are carried out with the application of role play and modelling. The classes comprise introductory exercises: the determination of training rules, the completion of aggression questionnaire, and the theory on aggressive behaviours, each of participants evaluates his aggressive behaviours by himself by filling out respective form. Large part of the training is dedicated to communication exercises: attractive and aversive communications, positive and negative communications, as well as direct, firm, behavioural and brave communications, finally the participants

HEALTH STATUS HISTORY

Juraj had overcome common children diseases. He underwent an operation of hernia in his childhood, he has a slight allergy that manifests itself especially in the springtime and is in a very good physical shape. There were no health problems in the family history. Juraj is an extroverted type with a tendency to dynamic interaction. In interpersonal relationships, he sometimes manifests a tendency to push forward himself as well as a sensitive need for receiving attention and appreciation of intellectual achievements.

PERSONAL HISTORY

In childhood Juraj was a problemless, skillful and receptive child, he had good marks. Most of his free time he spent on practising sport. He played basketball actively and spent time doing athletics, then boxing and weight-lifting. After finishing elementary school he continued his studies at the business academy in a near-by town where he commuted. There he found new but inappropriate friends who influenced his future behavior. He started secretly smoking and sometimes also drinking with his new group of friends. As a third grade student he even established an amorous relationship with an older woman. Around this time his behaviour changed. He stopped getting along with his parents, he started feeling independent, adult and their strict up-bringing was no longer acceptable for him.

EMERGENCE OF THE PROBLEM

Under the influence of his new group of friends and the desire to equal his female partner in terms of financial status, Juraj committed a criminal act of robbery. The main reason why he did it was the desire to experience a feeling of adrenaline excitement and the one of owning a larger amount of money. He justified the commission of this criminal act by being quite impulsive in this period of his life and by the influence of his peers. The police very quickly investigated the case and consequently put Juraj in trial detention. All this happened by the end of the week, so he stayed in trial detention during the whole weekend. Already at this stage of the process he realized what he had committed and what kind of consequences this was going to have on his life. In his mind he was continually analyzing the whole situation, re-evaluating the recent period of his life and came to the conclusion that it was a mistake and that he would not like to continue living his life in this way in the future. He

had the feeling as if it was not himself who committed the act and by now he still cannot explain his behavior to himself. He realized that he was going to pay for this stupid act of personal immaturity, but on the other hand was going to do everything to atone for it.

THE CONSEQUENCES OF THE PROBLEM ON THE LIFE OF THE CLIENT AND HIS SURROUNDINGS

With regard to his age, Juraj was tried as a minor, which in accordance with the Slovak legislation means that the punishment that he was sentenced to was reduced by half. He was conditionally dismissed from school and the court sentenced him for the criminal act of robbery committed in complicity for 5 years of imprisonment in the regime of low degree security and at the same time ordered him the suspension of serving his time in prison under the condition that he finishes his studies at the business academy. The parents were unhappy about the criminal act of their son, especially the mother was afraid of the reactions of the immediate surroundings, mainly the ones of the neighbourhood. The father approached the situation in a rational manner and tried to help his son. The business academy gave him a second chance, he finished the third grade of his studies, took his A-level exams and graduated from school which meant that he fulfilled the condition and started to serve his prison sentence in April 2005. According to his own words he entered the correctional facility with a conviction to act in such a way as to prove that he had regretted his wrong behavior and to convince others about this. He also had the goal to become admissible for conditional release after serving the first half of his sentence. His parents stood by his side and gave him emotional support. Both of them visited him regularly while he was in prison and encouraged him.

In the correctional facility Juraj was engaged in various work activities. His acquired secondary education in the economical area enabled him to work as a technical and administrative worker in a separated office under the supervision of a social worker. His work fulfilled him because he could realise himself and spend his time more sensibly.

It was especially his high stature and manly appearance which helped him to maintain a distance from other co-inmates. He respected the conditions and obeyed the orders, by his own initiative he applied for jobs in prison that others refused to do. He participated in all offered activities in the framework of the resocialisation program in order to receive a positive evaluation. He went

programme using the elements of chess training in rehabilitation process),

- Project entitled „**Resocjalizacja i Socjalizacja Razem**” (Rehabilitation and socialization Together), implemented in the Detention Centre in Grójec external Division in Stawiszyn is an innovative programme supporting convicts rehabilitation process, which is performed owing to the cooperation with the Guard for Animals in Poland and the Prison Service. The programme objective is to arouse empathy in convicts, to rebuild the sense of self-esteem, respect and acceptance for oneself. Convicts who take care of animals have the illusion of freedom. Often for the first time they show emotions and notice that they are important for someone, while according to convicts only the presence of animals makes them feel better and needed.
- **Dog therapy** is an innovative form of penitentiary activity in Poland, for the first time applied in the Detention Centre in Hajnówka, and afterwards implemented in seven Prisons. The programme is attended by 8 convicts and 6 dogs from the Animal Shelter „Ciapek” in Hajnówka. Practical classes take place in the Detention Centre in Hajnówka and they comprise individual work of a guide with a dog, a group training and dog care, socialization with people and other dogs. Convicts start building new relationships with an animal that is very demanding, needs acceptance, patience and responsiveness, concurrently not asking about criminal record.
- The convicts in the Radom Detention Centre may commence **studies at the University of Technology and Humanities in Radom**. The convicts may study cars and safety in road transport at the Faculty of Mechanical Engineering. They offer three and a half year's full-time courses of Bachelor's degree. For the first two years lecturers come to the Detention Centre and subsequently the students participate in the classes, including laboratory classes, conducted in the University buildings. It is the prison authorities that decide who may study. The recruitment for the cars and safety in road transport is carried out jointly by the University and the Radom Detention Centre. It means that convicts from other detention centres in Poland who are interested in education may be moved to Radom to serve their sentence there. The project is managed by the Central Directorate for Prison Service and the Ministry of Justice. The studies are financed from the EU funds.

- Building cognitive skills, integration of families – **„Rodzinne malowanie”** (Family painting) (occasional meetings on Children’s Day), **„Szkoła dla ojców”** (School for fathers) (programme addressed to convicts with dysfunctional relationships with children), **„Spokojny dom”** (Peaceful home) (programme addressed to perpetrators of offences against family Article 207. It is a programme based on the „Duluth” method. (The programme is implemented under the National Programme of Domestic Violence Prevention).
- programmes regarding HIV/AIDS prophylaxis - **„Żyję bez ryzyka”** (I live without risk)
- programmes within the scope of civic and historical education **„Auschwitz – Historia - Edukacja Obywatelska”** (Auschwitz – History – Civic Education) (programme providing the information about the history of the camp and the memory about those who suffered and died there, but also educating on where contempt and hate may lead to), **„Śladami zbrodni”** (In the footsteps of crime) (classes about history, in particular subject to movements for independence and crimes committed on the nation; exhibitions and projection of films, popular science lectures), **„Tikkun – Naprawa”** (Tikkun – Repair) (The Prison Service get the prisoners involved in the care of monuments, memory boards, obelisks, military and Jewish cemeteries)
- cultural and educational classes and classes within the scope of physical education and sport, e.g.: **„Z fotografią na Ty”** (On familiar terms with photography) (programme for selected convicts teaching logical thinking, esthetical sensibility and the skill to determine close and distant goals, as well as the skill to manage one’s spare time in socially acceptable way),
- **„Mała ojczyzna”** (Little homeland) (programme addressed to convicts serving their sentence in a semi-open unit, of sports and touristic nature with the use of bicycles as a way to get to know the nearest neighbourhood; also the participation of convicts in educational classes organized by the National Park workers as part of the „Green school”),
- **„Sztuka dla Pokoju - Po drodze...”** (Art for Peace – On the way ...) theatre as a catalyst (theatrical workshops), **„Nike”** (rehabilitation programme addressed to convicts interested in art), **„Szach Mat”** (Checkmate) (pro-

to the gym regularly, read a lot and in spite of this environment he did not lose faith in himself.

THE PLAN OF WORK AND STRATEGY FOR ITS IMPLEMENTATION

In the year of 2007 Juraj was engaged in the motivation program with the objective to prepare himself for his life after release. The program consisted of the development of skills necessary for life after release as well as of tutoring. The program of development of skills was focused on these topics:

1. **The Development of social skills with a focus on:**
 - Getting to know oneself, becoming aware of one’s personal and professional skills
 - Empathy
 - Assertivity
 - Cooperative behaviour
 - The solution of conflictual situations
 - The management of violence and aggressiveness
 - The basic rules of social intercourse
2. **The development of financial literacy**
 - The development of skills important for success at the labour market
3. **The basic communicational skills**
 - Verbal and non- verbal communication, telephonic and electronic communication, recruitment and personal interviews, preparation for the interviews, model job interview and its rehearsal, methods to eliminate nervousness and anxiety in a job interview, assertive behaviour in searching for a job.
 - Searching for a job (advertisements, internet, the acquaintances, the elaboration and sending of one’s curriculum vitae, the motivational letter for the employers, communication with the labour office, etc.).
4. **The basic legal knowledge** for a better orientation at the labour market and in life.
5. **The orientation in society** - important institutions and their tasks - the Office of labour, social affairs and family; communal and municipal authorities; the social insurance company and the various health insurance companies.

Tutoring consisted of an officially permitted personal meeting with two volunteers - tutors with whom he met once a month while he was serving his

time in prison and continued in it after his release from prison. The volunteers were supposed to influence Juraj as new social contacts close to his age and thereby give a fresh impulse for his new life. All of their steps of this whole process were consulted with a supervisor of EDUKOS.

CONTRACT

Juraj's request for help and support was especially focused on the preparation for his university studies.

THE COURSE OF THE PROGRAM DURING HIS TIME SERVED IN PRISON

From the very beginning Juraj participated in the program very actively, he showed interest for further education and self-improvement.

At the meetings he was very communicative, he had no problems talking about his childhood, family and the criminal act that he committed and for which he had been imprisoned, he expressed positive memories about the time that he spent as a student at high school. According to his words he would like to use his experience in the framework of volunteering in the area of prevention of criminality. He showed a lot of interest in the possibility of continuing his studies at university where he was considering to study management and economy, but what he desired to study the most at university was law. However, as a former convict he had doubts about applying for such a field of study.

Objectives:

1. the support of interest in university studies,
2. the provision of information about the possibilities and conditions of the university studies,
3. the preparation of the client for application interviews (in terms of information, organisation and material background),
4. the support in leading a settled life after release and managing his studies,
5. the use of experience in the prevention against pathological phenomena.

Lectors and tutors provided in cooperation with the pedagogues and other employees of the correctional facility the necessary materials for submitting the application for studies at the department of law, they helped him with the

cational, sports and religious activities. Their basic function should consist, most importantly, in the social participation of convicts, through engagement in actions performed for the benefit of the society and prevention of social exclusion.

Nearly 60% of social re-integration programmes on the territory of penal institutions are implemented by former prison workers and officers and in 20% they were co-organizers, whereas 20% was conducted by external entities.

PROGRAMMES IMPLEMENTED IN PENAL INSTITUTIONS BY PRISON OFFICERS

- Aggression and violence prevention programme: – „ART - Aggression Replacement Training”, „Prison Smart” (the programme objective is to eliminate mental tension, sadness, anger, fear)
- educational and corrective programme for perpetrators of domestic violence and abuse the „Duluth Programme”;
- Prevention of addictions and alcohol or drugs abuse – **„HIOB”, „Można inaczej”** (It can be different), **„Trzeźwy Kierowca”** (Sober driver); **„Dru-ga szansa”** (Second chance) (programme addressed to authors of road traffic offences under the influence of alcohol), **„Trzeźwość receptą na utrzymanie wolności”** (Sobriety as a way to stay free) (programme consisting in short intervention addressed to persons addicted to alcohol who has no opportunity to attend a therapy in conditions of prison isolation and persons who drink alcohol in a harmful way);
- Professional activation and employment promotion – **„Aktywizacja Zawodowa”** (Professional Activation) (employment consultancy, meetings with employment counsellor, individually and in groups), **„Przywiązanie Kluby Pracy”** (Prison Job Clubs) (programme preparing convicts for entering the labour market, under which employment counsellors conduct a series of Active Job Search Workshops – according to the handbook entitled "Job Club" and meetings in the form of five sessions according to a/m handbook, providing the knowledge on how to find oneself on a labour market. **In 2013 972 Professional Activation** programmes were implemented for the total group of 11 889 people, in **2014** - 820 programmes were implemented for the group of 9 923 convicts, while in **2015** - 267 programmes were implemented for 3747 convicts.

the first time, R - for penitentiary recidivists, W - for persons serving a penalty following a military arrest) and the subgroups indicated by digits 1,2,3 corresponding to the penitentiary unit types and by letters p, t, z corresponding to the regimes under which penalty is served (1 - closed-type PU, 2 - semi-open – type, 3 - open-type; p - programmed treatment regime, t - therapeutic regime, z - ordinary regime).

Specification	Together
Together	71 250
including women	2 431
Detainees	4 158
including women	207
Convicted	65 889
including women	2 131
Punished	1 203
including women	93

The Prison Service prepares a convict for release from the time of his acceptance to serve a custodial sentence among others through the diagnosis of problems, social re-integration programmes, therapies, professional activation, artistic classes, work and rehabilitation programmes. **On the day of release, it provides necessary assistance to those who leave the prison walls; however for further help they need to request other institutions** – Social Welfare Centres (OPS), Non-governmental Organizations (NGO), custodians, employment offices. **Preparation of convicts for freedom means not only money considerations from the post-penitentiary fund, the assistance in finding accommodation, employment, financial support. It is a long and complex process, individual for each convict. The correction and psycho-correction of attitudes and behaviours – a popularized model of institutional rehabilitation – has to be supplemented by creative and cognitive process. As regards rehabilitation, the cooperation with open environment institutions is also very important.**

Pursuant to Article 38 of the Executive Penal Code with the Prison Service, the rehabilitation process is co-participated by **associations, foundations, organizations and institutions, performing rehabilitation, social, cultural, edu-**

preparation for the entrance interviews and discussions. He took the entrance exams already while he was serving his imprisonment sentence. For this purpose he got a special permission to leave the correctional facility. The strong motivation and systematic preparation bore their fruit and Juraj successfully passed the entrance exams and was admitted for the studies at the department of law. In October 2008 Juraj was conditionally released with a probation period of 30 months.

LIFE AFTER RELEASE

After release from prison Juraj returned to his family who were still supporting him. He found a job, however he did not inform his employer about his criminal past. Parallel to his work he continued his studies on an external basis. The cooperation with our organisation continued. He was still in contact with his tutors three months after his release from prison, later they continued their communication on phone in case of need since his employment, his studies and sport were taking up a lot of his time.

In spite of that Juraj found courage and time to attend four discussion at schools organised for the youth with behavioural problems. His sincere testimony, group and individual interviews had a very positive influence on this target group. It was not only his experience and attitudes that caught their attention, but especially his personal achievements at school and in sport. After his release from prison he really demonstrated by his deeds an authentic desire to live a full and prosperous life. In May 2011 he graduated with a bachelor degree from the department of law and consequently continued his studies with the intention to acquire a master degree which he successfully completed in 2013. Presently he is working on his rigorous work focused on the field of banking and financing.

PROGNOSIS

The life situation of Juraj is auspicious after his release from prison, this was also confirmed in the statement of the court in saying that he had successfully completed his probation period. He integrated into the civil and social life, founded a family and he is now with his wife bringing up two children. He spends his time sensibly and devotes it to his family, work, sport and continues his cooperation with the organisation of Edukos. This cooperation continues not only in the field of prevention of criminality but also in the area

of legal consultation and lecturing. He has all prospects to become a successful person, inter alia because he has learned from his mistakes in the past.

Evaluation

The main reason why his case ended up so successfully is especially Juraj himself and his personal traits, purposefulness and effort to effect changes. The preparation for life after release in the framework of the above mentioned motivational program was in no way negligible. This program showed that personal preparation already during the time served in prison strengthened by family support is immensely important in the process of successful integration of convicts into the life after release.

The set goals were fulfilled also thanks to the use of various methods and forms of work, beginning from group methods, suitable communication, individual work with the client with an emphasis on support, encouragement, getting to know oneself, manifestations of trust, provision of counselling or the social guidance itself as well as the use of the positive elements of the peer group dynamics and supervision.

CONCLUSION

Thanks to the active work with the support of the organisation Edukos, the court has erased Juraj's sentence.

In the year 2014 the obligation for the correctional facilities to establish the so-called preparation for release departments was introduced into the Slovak penal legislation. In the framework of these departments the long-term convicts prepare for their life after release 3-6 months prior to their release in cooperation with various organisations of public and private sector.

the time, however if safety reasons allow, the cells may be opened for certain time during a day (the decision as to the opening is made by the director who delivers the internal provisions of the penitentiary unit). The convicts should be employed within the unit area, whilst the work outside the unit may be performed only under escort. The inmates move within the unit in an organized manner and under supervision. The inmates of this type of unit are not granted passes. An inmate is entitled to two visits in a month (under the supervision of an officer).

The residential cells of inmates in a semi-open-type unit are open during the day. The convicts may use their own clothes, underwear, shoes and they are allowed to move within the unit area in the time and places set in the internal provisions of the penitentiary unit. They may work outside the unit without a guard or on individual work positions; in addition, they may, after obtaining the director's permission, take part in learning, training and therapies outside the unit.

An open-type penitentiary unit has residential cells which are open day and night. The convicts may receive and dispose of the money from the unit deposit and also they may be granted a permission by the director to participate in the cultural and educational classes and events which take place outside the unit. They are entitled to unlimited number of visits on days and time determined in the internal provisions of the penitentiary unit. The conversations during visits and correspondence are not supervised. An inmate can be moved from a closed-type unit to a semi-open or open-type unit, if this follows from by his attitude or behaviour. Periodical progress of inmates in rehabilitation is evaluated by the penitentiary commission (at least every 6 months)

A SENTENCE OF IMPRISONMENT IS SERVED UNDER ONE OF THE THREE REGIMES:

- ordinary,
- therapeutic (persons with disorder or disability)
- programmed treatment (focused on rehabilitation with an individual programmed treatment)

When considering the classification criteria, the inmates are divided into groups indicated by symbols M, P, R, W corresponding to the type of penitentiary unit (M - PU for juvenile offenders, P - for persons serving sentence for

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REVIEW OF TRAININGS IN POLISH PRISONS

The Polish Executive Penal Code provides for 4 types of penal institutions supervised by the Minister of Justice:

- penitentiary unit for juvenile offenders (under 24 years of age),
- penitentiary unit for persons serving sentence for the first time,
- penitentiary unit for penitentiary recidivists,
- penitentiary unit for persons serving a penalty following a military arrest.

The unit for juvenile offenders was separated to isolate this category of inmates from demoralizing influence of other captives and due to the conviction that juveniles are a group of people being still in the phase of biological and psychological development and therefore their behaviours are much more likely, as compared to adults, to be effectively influenced. In such Units convicts have wider access to cultural and educational classes and sports activities, and also they take part in the family meetings.

The captives in the penitentiary units for persons serving sentence for the first time are inmates who were not sent to the unit for juvenile offenders, for recidivists or to serve a penalty following a military arrest.

The penitentiary units for recidivists are intended for adults sentenced for intentional offence to imprisonment or substitute imprisonment and for adults serving a principal or substitute penalty for intentional offence following an arrest.

The penitentiary units of each of a/m types may be organized as: closed-type units, semi-open-type units or open-type units. Particular types of units are distinguished by the level of security, the level of isolation of inmates and their rights and duties connected with their opportunities to move inside and outside the unit.

The residential cells of inmates in a closed-type unit are basically closed all

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RUBIKON CENTRUM INTRODUCTION

We support people with criminal record to find quality work and break the inter-generational cycle of disadvantage and crime. We change attitudes amongst employers, media and society. We decrease the rate of recidivism.

In our client services we support our clients through every step of their journey into work in Programs to Increase Employment, Debt Programs and Programs to Increase the Effectiveness of Alternative Sentences. In employer services we offer a bespoke recruitment service to forward-thinking employers through hiring through RUBIKON Centrum or volunteering opportunities. We influence key stakeholders and legislative solutions, public education, publicizing. We already managed to push through the Law of Probation and Mediation Service of the Czech Republic; we became co-founders of Alliance Against Debts; we are active member of consultative organs of the Ministry of Justice of the Czech Republic; we are also a member of Committee against Torture at the Council of Government for Human Rights and of the Committee for Prevention and Criminality in the Central Bohemia Region; on the level of EU we are also a member of the European Juvenile Justice Observatory. Our experts teach in courses of financial literacy, those experts who work with people indebted. We have also innovative solutions such as Roma mentoring project, which is based on original know-how from Danish Probation Service, or programs for juvenile delinquents, what is the only probation program for young law-breakers spread all over the whole Czech Republic. We run non-commercial recruitment agency specialized on the candidates with criminal record and social business - Rubikon Centrum Service.

RUBIKON Centrum was established in 1994, our services already passed over 20 000 clients, we realized more than 50 projects, we won - International Community Justice Award (2000), Crystal Scales of Justice (2009), National Career Counselling Awards (2013), National Career Counselling Awards (2015), RegioStars Finalist (2015).

Among fruits of our work belongs: 99 % absolvents of programs to increase

.....

the effectiveness of alternative sentences did not relapsed, our each third client found a job, 64 % of our clients obey a payment schedule, 80 % of our clients got oriented with their debts, we cooperate with 140 active employers, we have 98% success rate of requests for personal bankruptcy, our program's Roma mentors has 60 % success, 77 % of our clients maintain the job after the experiencing period.

PRISON SERVICE IN THE CZECH REPUBLIC

In the Czech Republic, there are 10 remand prisons; 25 ordinary prisons; 2 detention facilities and 9 training schools.

In 2014 there was 18 658 prisoners (177 prisoners per 100 000 inhabitants). Average number of prisoners has been increasing since 2002 (in 2002 the average number of prisoners was 17923, in year 2012 - 23337). The cumulation of prisoners' problems are low social skills, low qualification, lack of working habits, debts. General relapse according to official statistics is 65 %. Among the European countries Czech Republic is the one with the highest recidivism. The most prisoners achieve elementary or secondary vocational education: elementary education achieved about 44 % of prisoners; secondary vocational education achieved about 37% of prisoners; university education achieved about 1, 3 % of prisoners. The employment rate of prisoners was around 65 percent in 2014, but this number includes also all prisoners who study. So the real employment rate of prisoners in Czech Republic is about 40 %.

REINTEGRATION PROGRAMS IN THE COUNTRY

In prisons, there are some release programs, which should help prisoners with successful re-socialization after their release. The basics programs are reintegration „treatments programs“, which is a set of activities compiled for each convict. This programs include variety of education, work – jobs, therapies, free time activities, motivation programs, debt counselling etc. Next program is prison release program, which is preparation for life out of prison and it is compiled for prisoners who are in prison for at least three years. Last reintegration program is after-care program provided on an optional basic as welfare or in the form of mandatory government surveillance of ex-prisoners at risk of social failure.

There are also new programs for the applicants for conditional release like probation house or new kind of reintegration program for applicants for conditionally released, which also includes program "Get to Work", re-trainings, financial

FUTURE PLANS (CLIENT/EXPERT)

Jana's big plan is studying and passing the school leaving exam. She wishes to work on an administrative position, which would fulfil her, overcome her debts and raise her son well. The wishes of Jana and her expert counsellors are precisely the same!



RESULTS, EFFECTS

The employment training position as an assistant in the RUBIKON Centre enabled Jana to obtain working experience of administrative character, for which she has sufficient skills and intellectual prerequisites, but which she would have a very hard time in finding, whether she would be successful at all, on the regular labour market without prior corresponding experience. The concept of employment counselling in our organization keeps track of colleagues on employment training positions who will soon be seeking a job on the free labour market. Therefore, three months ahead of her employment completion in the RUBIKON Centre Jana began cooperating again with an employment counsellor. She soon succeeded in finding employment for a company in the telemarketing business. Initially she did not consider this position as ideal, however she was soon promoted to the position of a team leader and she stayed in the company. We have information that Jana also continued in redeeming her debts.

PROBLEMS, QUESTIONS, DILEMMAS

One of the key dilemmas which our clients face is legal employment versus staying in the shadow economy (illegal employment). The reason for such concern is that the executory wage deductions will deprive them of all financial means. This fear results from a lack of information and after being thoroughly explained by a debt counsellor usually subsides. This also happened in the case of Jana. We did not talk about other dilemmas with Jana. She had a very clear plan for the future and her key and very strong motivation was her son.

THE PERSONAL/PROFESSIONAL NOTES OF EXPERTS

Jana attended a lot of our activities and her decision to make a change in her life seemed to be firm. It would be great, if Jana succeeded in fulfilling her resolution on completing her education. We recommended Jana to visit the after-treatment centre. Although it has been a couple of years since she took drugs, the risk of relapse is unfortunately for life. Namely in difficult life situations as Jana is going through right now according to our information, due to the loss of both parents.

literacy and employment counselling. These programs are new and we are still waiting for the first results of them.

Formal education in prison is an educational program in specific subject and finished with apprenticeship certificate or another certificate. Prison service runs 9 school training centres, certificated trainings, and trainings for finishing elementary education or languages courses. Prisoners can also get extra allowance for distance education at university or high school. Many activities are realized by cooperation of prison service and NGOs.

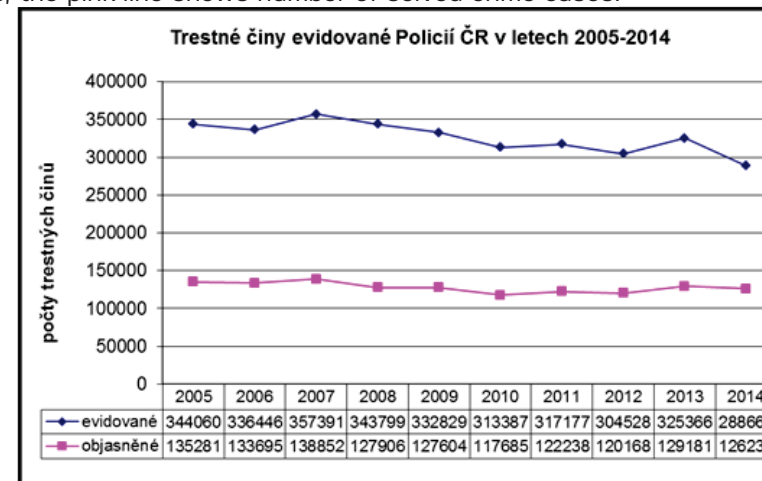
BRIEFING OF "WHAT SHOULD BE"

The situation as it is

Prison population rate (number of people per 100,000 inhabitants) is around 191 in the Czech Republic. Before the amnesty in 2012 was the index around 219, which meant that Czech Republic was around 10th place in Europe – only states of the former Soviet Union and Poland had worst index. After the amnesty in 2012, index drop to around 20th place.

Although crime is decreasing, the number of prisoners is increasing, this causes overcrowded prisons. This brings also lack of professional capacity in prison service employee.

In the table there are crimes recorded by the police of Czech Republic. You can see that crime is decreasing. The blue line shows number of known crime cases, the pink line shows number of solved crime cases.



Although crime is decreasing, the number of prisoners is increasing and there is not enough capacity in prisons as you can see in the summary below:

- Capacity utilization of prisons before amnesty (December 2012) - 107.09 %;
- Capacity utilization of prisons after amnesty in (January 2013) - 76.11 %;
- Current capacity utilization of prisons (July 2015) - 100.29 %.

The use of the capacity is the average for all prisons; some prisons have already reached capacity utilization 130 %.

Prisons service and also NGOs organize many activities in prisons, but these aren't usually linked to each other. The treatment is often not professional also because of lack of professional employee.

The employment in imprisonment is very low in Czech Republic; the real employment rate of prisoners in Czech Republic is about 40 %. Most of the convicts don't work during their imprisonment, they lose their working habits and skills, or the absence of these habits gets deeper, which is a significant negative factor and an obstacle for succeeding in the labour market. Demotivating system of social benefits also doesn't help successful re-socialization of ex-prisoners, who are not motivated to find a legal work.

But in fact according to IKSP's (Institute of Criminology and Social Prevention) survey the most common cause of recidivism closely related to difficulties with finding a job, to low financial income, to indebtedness and to inadequate family background.

DESIRABLE CHANGES

- Change of the criminal policies – reduction of the use of imprisonment for less serious criminal offenses;
- Increase employment of prisoners during imprisonment and improve proper treatment of prisoners during imprisonment;
- Increase the capacity and improve coherence among activities and services of post-penitential care and support programs for reducing recidivism;
- Support for functional interaction of the state and NGOs.

These changes are all already included in Czech penitentiary concept for following years till 2025, what was presented to the government in January 2016. The new concept is mainly focused on the effective management, professional staff preparation, reduction of recidivism and broader participation of

In the evaluation the employers further stated the following:

"Very pleasant applicant, radiant, communicative, positively tuned."

"The applicant goes straight to the point, responds clearly, openly. Pleasant presentation, she is ashamed of her past, kind, keeps eye contact, communicative."

"Pleasant young lady who made a mistake in her life. She appeared calm, positive and kind during the whole interview."

"Very kind young lady..."

"I would recommend a more firm handshake, more self-confidence expressed for example by a straight posture."

"It is necessary to prepare better responses to anticipated questions. Try to be as calm as possible, avoid getting nervous."

COOPERATION WITHIN THE EMPLOYMENT TRAINING POSITION

Jana was accepted to a six-month employment training position as an office assistant at the Ústí nad Labem branch in February 2013.

Here working duties consisted of administrative support to expert employees. She prepared documents for employment and debt counsellors, administered the appointment system, inserted data into the internal online database. She was also responsible for the regular operation of the office which included communication and care for clients from our target group and also partners of the organization.

SUPERVISOR'S FEEDBACK RELATING TO THE TERMINATION OF THE EMPLOYMENT TRAINING POSITION:

"Among Jana's strengths I include responsibility, preparation for individual activities, active listening when being assigned with duties and their fulfilment, team spirit, creating a pleasant and positive atmosphere during meetings. She communicates comprehensibly, clearly and specifically. She is flexible, decisive and prompt. She is capable of finalizing tasks and receiving feedback."

with them to approximately CZK 100,000. The debts were divided among banks (20 %), the state (40 %), criminal proceedings (10 %) and other debts (30 %). Jana succeeded in compiling an instalment schedule and has begun repaying her debts.

Participation in Test Interviews and Employers' Assessment of Jana

A number of clients of the Recruitment Agency of RUBIKON have a lot of interesting experience and qualifications which they can offer to a potential employer. However they frequently lack the skill of self-presentation and some of the applicants lack courage to speak about their criminal past. Test interviews are aimed at all of these applicants. We were inspired by our London partner organization Working Chance. Our clients in the role of applicants have the opportunity to test themselves in several simulated interviews with real employers from companies with which the RUBIKON Centre cooperates. They receive valuable feedback, which they can apply in real interviews. Jana also took part in these test interviews. We present the assessment of Jana's presentation from the employers in the table below. It is an average value ranging from 1 – 5, whereas 1 is the best possible score. Jana received her best score in her skills to listen, eagerness to work and appearance. Contrarily, her worst score was in her self-confidence and communication.

Skill	Score
listening	1.3
eagerness to work	1.5
overall appearance	1.5
résumé	1.8
argument skills	1.8
communication	2.2
non-verbal communication (e.g. eye contact, handshake, etc.)	2.2
self-confidence	2.7

external organizations in the process of the offenders' reintegration.

RUBIKON Centrum in prisons (organization's role in trainings in prison)

RUBIKON Centrum cooperates with around 13 prisons. The rules for cooperation are free will, motivation for change of life, possibility to attend 1 or more activities, max. 9 months before release.

One of our programs in prisons is ZZ Motivation Program called "Get to work" (in Czech short name we call it ZZ - Získej Zaměstnání – exact translation to English is get a job) with time allocation 24 hours and group of 5 – 14 inmates. The interactive program is divided in 2 parts - recidivism prevention and competition development needed for getting and keeping job. The aim is to develop the positive aspects and the social skills of clients and teach them how to achieve their objectives without conflict with the law and also strength their skills necessary for getting and keeping a job.

THE TOPICS OF THE PROGRAM:

CV and motivation letter, skills for job interview, transfer of labour law information, orientation in the current job market, structured problem solving and interpersonal conflicts, manage anger, acquire competencies necessary for successful transition to freedom, dealing with delinquent past and residency imprisonment.

We also provide retraining courses with the goal to enhance and develop prisoners' skills and increase their success in the labour market. RUBIKON Centre also creates workshops for developing work habits. In this workshop prisoners have an opportunity to strength work habits, improve qualification and motivation and make something meaningful, because products goes to the charity.

We organize also discussion called „Steps before and after release“, which takes about 2 hours. It is part of preparation for the situation after release and motivation for first steps before and after release. The aim is to complete preparation of the situation after release, to motivate clients actively take actions that lead to easy entry into life in freedom (without conflict with the law) and to get and keep a job. Topics: steps before release - preparing for release, mapping exercise of options after release; steps after dismissal - the situation after release, what should be first steps; performance of services RUBIKON

Centre after release (employment counselling, collaboration with a mentor, debt counselling), individual questions, help with preparation for release.

We also realize group programs focused on financial literacy and debt resolution which takes from 3 to 6 hours and are led by interactive form. The goal is to inform clients about the problems of debts and to develop the knowledge and skills needed for debt solution (root of debts, prevention, increasing, debt solution, debt mapping, communications with creditors and legal framework executions) and to increase the knowledge and skills necessary for dealing with debt. The program also provides tools for responsible personal financial planning and instructions for efficient handling with personal budget. Participants also get information how to solve their problems without getting to a conflict with the law. They are encouraged to think about their rights and responsibilities, both in the case of debt (or general payment obligations) and in the case of other high-risk situations (moonlighting).

RUBIKON Centrum runs also Movable Debt Advice - personal assistance by dealing with debt and with issues associated with them. The objective is mainly to provide specific assistance to individual clients and solve problematic situations related to their difficult situation. The individual counseling provide trained professionals. It is suitable as a follow-up activity after the course FG (participation in a course is not required). Consulting focuses on the following thematic areas: orientation in debt; procedures for dealing with over-indebtedness; the division of assets.

In statistics for years 2012-2014 RUBIKON Centre runned 28 turns of the program "Get to Job" where 276 prisoners graduated. We run 19 turns of retraining courses where 239 persons graduated. In 10 turns of workshops were joined by 122 prisoners and 560 graduates passed courses for financial literacy and debt resolution in 54 turns. 149 graduates in 30 turns were in movable debt advice in the year of 2014. Altogether 1321 clients in prisons passed through programs of RUBIKON Centrum.

MOTIVATION AND TRAINING PROGRAMS "GET TO WORK"

Introduction

The program „Get to Work" is set up for a group. The goal of this program is to support the convicts of their journey into successful return back to their

she communicated with the creditors, courts and also executory authorities, and she received assistance in distraint proceedings.

RECORD FROM AN APPOINTMENT IN THE DEBT COUNSELLING OFFICE:

"After serving her prison sentence, the client is employed, CZK 10 000 gross wage, wants to settle her debts. The client has documentation of her debts which we went through, compilation of a debt overview. We also called the health insurance company (VoZP), where the client is in process of an agreement on instalments, we found out that the insurance company requires a minimum instalment in the amount of CZK 1080 per month. We compiled a first scenario for the allocation of payments among creditors. One of the creditors has already initiated distraint proceedings, non-priority deduction shall be in the amount CZK 945. With regard to the low amount of the total debt and the recent property crime committed by the client, the personal bankruptcy is out of the question. The client will still visit the district court of Teplice, where she will find out what lawsuits have been filed against her with regard to her debts. If it is proven that Prim Inova did not file a lawsuit, this debt has become statute-barred. The client will also visit the health insurance company (VoZP) because it has been arranged that they will wait for her to pick up the statement of outstanding payments. She will explain that she cannot responsibly sign an instalment schedule for CZK 1080, and we will recommend her to pay voluntarily CZK 500 a month or up to CZK 1080 until the wage deductions due to distraint will be imposed. The client shall begin paying the instalments from March 2013, when she will receive her first pay. Once she obtains information from VoZP and from the district court of Teplice, she will make another appointment at the counselling office."

RECORD OF ANOTHER APPOINTMENT:

"The client inquired about her debts at the district court of Teplice. She did not find any debts of which she was not aware; she only received information that her obligations towards the district court of Teplice had been transferred to the executor Svoboda. Thus, it seems that the obligation towards Prim Inova GmbH is statute-barred. We looked again at the debt overview and drew up an instalment schedule for creditors. Explained why it is good to also begin making payments to the municipal authorities in Krupka and Trmice. It has been agreed with the health insurance company that she will be paying CZK 500. The schedule contains steps to be taken before the issue of the execution order. Once the execution affects the wage, we have agreed that the client will notify us and we will again discuss the best instalment schedule."

The amount of Jana's debts amounted at the time when she started to deal

employers the selection and screening of an applicant for a position which the employer intends to fill as a service free of charge.

SELECTED RECORDS OF APPOINTMENTS BETWEEN THE EMPLOYMENT COUNSELLOR AND JANA IN THE PERIOD FROM MAY TO AUGUST 2013:

“Introductory appointment. The client arrived in time; we mapped her situation and possibilities together. We prepared a résumé, a model cover letter and an accompanying letter together. Further we mapped the situation on the regular labour market and responded to several employment offers.”

“Preparation for an interview, because Jana was expecting one in the following days. She received an invitation from a company which we contacted during the last appointment; company ATTINGENTE - call centre in Ústí nad Labem. We went through a typical interview, most frequent questions of employers and we made a test trial of the interview – Jana was in the role of a job applicant. Because the interview in the ATTINGENTE company will probably be carried out in the form of an ASSESSMENT CENTER, we also focused on that and we tested various reactions to diverse tasks. Further we discussed Jana’s qualifications and her strengths, etc. I made effort to encourage Jana and contribute to her self-confidence.”

“I was in contact with Jana from our last appointment through telephone. Jana was unsuccessful at the interview with the company ATTINGENTE, but she succeeded in obtaining employment at the company New Communication s.r.o.; she promised that she will bring her contract to our next appointment. Jana works on the position of a “telephone salesman”, her work duties are active and passive telemarketing, market surveys, listening to conversations and their evaluation, administrative work. Jana is not completely satisfied with the position and she is still looking for new employment. She would like to study and finish her secondary school, but the school has not responded yet, thus she is awaiting their response.”

COOPERATION WITHIN DEBT COUNSELLING

As noted before, Jana cooperated with a debt counsellor already before commencing her prison sentence, during the sentence and again after she was released. She learned how to map her debts, how to avoid overburdening and learned ways how to create and manage her budget. She also learned about the risks of defaulting on her obligations. Together with the debt counsellor,

life on freedom, especially into work. The program focuses on first steps of journey into work such as strengthening convicts’ positive personality and developing their social skills. The whole program is interactive and focuses on acquiring practical skills. In the program interactive exercises are used such as playing different roles or retaining one’s own skills etc. Big importance is attached to group dynamic. As a prevention of recidivism clients are also taught how to solve problems and conflicts with other people. They also learn how to control anger or how to figure out their criminal past. Other part of program focuses on acquiring new skills or upgrading present ones, which are the key to improve convicts’ chances of finding or maintaining a job. This includes creating CV and cover letter, learning how to prepare for the job interview and preparation for researching the labour market. In course are included also themes about basic information from the Labour Law, discussion “is it needed to tell employer about criminal past?” and how to present criminal past, advantages and disadvantages of legal and illegal work and others.

A client is led through the program to create and accept alternative strategies of behaviour that will allow him to find and maintain employment and avoid further criminal activity. The client is confronted with his criminal behaviour additionally; prisoners are guided to think about their own criminal activities. The objective of the program is to increase the chance of imprisoned persons to find and keep a job after their release, but also to minimize the risk of repeating crime and leading them to responsibility and to protect society.

A similar program is successfully implemented by the Probation Service canton of Zurich since 1999. In 2004 received the program, which is the inspiration for its Czech equivalent, the price of Community Justice Awards at the international conference in London Probation in 2004 in the category of new enforcement techniques.

METHOD OF COGNITIVE BEHAVIOURAL THERAPY

In the course, we work with a cognitive behavioural method. The goal of this method is to change unhealthy habits of the past and learn new healthier habits. To do this, we use the following methods:

- Awareness of advantages and disadvantages of further criminal activity
- Awareness of strengths and advantages of clients – use
- Practicing social skills (verbal, rejection, neg. assertion)

- Practicing of awareness and managing emotions (boredom, sadness, anger, euphoria)
- Practicing empathy (the reduction of egoism, understanding emotions, attitudes and)

In cognitive behavioural method clients work in a group (max. 10 participants).

TRAINING STRUCTURE

The program includes 24 hours (frequency and duration of the occasions is possible to adapt according to prisons possibilities). The ideal group size depends on the knowledge of lecturers and on the criminal past of prisoners. The ideal number is 5-7 participants for one lecture and 7-14 participants for two lectures. In an ideal case the program should be leaded with two lectures. It is on the agreement of the lectures how they will divide the roles and individual topics. Each run/course is a closed unit and clients are obliged to follow it from the beginning to the end.

TOPICS OF CBT METHOD

- INTRODUCTION - meaning the course and rules of the game
- THEORY - Strategy and Tactics
- ANGER and how to manage it
- PROBLEMS and how to treat them
- RELATIONSHIPS and successful negotiations with others
- CONFLICTS and how to solve them

TOPICS DEVOTED TO JOB SEARCH

- ORIENTATION ON LABOUR MARKET
- CV - Curriculum vitae and what to do with delinquent past
- JOB INTERVIEW without stage fright
- WORK legal and illegal
- TIME and time planning
- LABOUR - LAW
- FREE THEME
- LOOKING BACK and evaluation of the course

responded that he does not understand the client's request. Apparently a proposal for the suspension of the execution order for impecuniousness should have been submitted. Further cooperation will be consulted."

Further counselling was carried out through correspondence. A second appointment was not arranged, because Jana was soon released due to the amnesty of the president.

RELEASE AND AFTER RELEASE

The amnesty, which we mentioned several times in this study, was declared in 1 January 2013 by the former president of the Czech Republic Václav Klaus during the occasion of the 20th anniversary of the independence of the Czech Republic. The amnesty was a big surprise for everyone. Jana remembers when a prison officer woke her up in two in the morning and told her to immediately pack her belongings and leave. Her first steps led home to her mother. Her second steps then to the RUBIKON Centre.

COOPERATION WITHIN MENTORING

On 8 January 2013 Jana sent an email to the Ústí nad Labem branch of our organization requesting assistance of a mentor. However, the cooperation did not take place, because it turned out that Jana already accomplished everything which the mentor usually helps the clients. Therefore Jana started directly cooperating with an employment counsellor. This time she was not on parental leave and she was released from prison, therefore nothing obstructed the cooperation.

COOPERATION WITH THE RECRUITMENT AGENCY OF RUBIKON (Employment Counselling)

The Recruitment Agency provides counselling and employment mediation to clients with a criminal record. Our clients may receive a broader overview of employment offers, consult the preparation of a résumé and a cover letter, prepare for an interview and learn how to speak about their criminal past in front of an employer. Further we offer clients specialized assistance during job seeking and mediate vacant employment positions. An integral part of the activities of the recruitment agency of RUBIKON is the active search of suitable employers and cooperation with them. The recruitment agency offers

The program Jana participated in was carried out in four sessions. The evaluation of Jana's participation on the program "Get to Work" shows that she was very active and attended the whole course with interest. Within the course she prepared her résumé which she could use in the future when seeking employment. Further, she tested how to react to a selected job advertisement using a cover letter. Within a topic dealing with the criminal past she composed her story with regard to the offence she committed, what led her to it, what she learned from that experience and why would she like to avoid returning to her criminal past. In the topic relating to interviews she tested how to respond to frequently asked questions from employers, how to prepare for an interview and how to handle it well.

MOVABLE DEBT ADVISE IN PRISON

This service provides individual assistance to clients which are currently serving their sentence in prison. Jana gladly used this opportunity. Before meeting her debt counsellor in person, they exchanged several letters. Authentic passages from these letters are provided below.

Jana:

"In spring 2011 we prepared with Mrs Šimková letters to creditors because of the execution order (O2 ca. CZK 41 000, Veolia, Ústí nad Labem public transport company ca. CZK 600, and the District Court in Teplice ca. CZK 28 000). Mrs Šimková made copies of all documents relating to the debts."

An employee of the prison added in the letter:

"The convict does not have any documents with her relating to her debts while in prison. Apparently they are at the home of her mother. She would like to have access to letters from the creditors which were worked on at the meeting with the debt counsellor, see above. Send them either to the address of the Praha Ruzyně Remand Prison or bring them with you to an appointment. In fact the convict would like to resolve the issue and is unable to do anything without these letters to the creditors."

An appointment between the debt counsellor and Jana took place in the prison in December 2012 and lasted for 15 minutes.

RECORD FROM THE APPOINTMENT:

"Execution order related to the Veolia obligation, apparently a proposal for the postponement of the distraint proceedings was filed to the court executor. The executor

LECTURERS

Lectures for the program are specially trained, they have manual, which guarantees a uniform standard of providing this type of program. The quality of the program and compliance with prescribed standards is ensured by regular supervision of teachers.

CBT (cognitive behavioural method) is an effective method, but it puts certain demands on the lecturers who want to do it well, because they have to always learn new things. Otherwise, they can't do it well. Lecturers first and foremost must be familiar with the various legal conditions and other technical information through obtaining work, types of contracts (advantages and disadvantages), the penalties for illegal work, etc. Besides the usefulness of the information for clients it is important also for their respect and credibility from prisoners.

CHARACTERISTICS OF SUITABLE CLIENTS

The most suitable client's age is between 20 and 30 years, but attendance is allowed also for other prisoners. The program is suitable for prisoners who have committed a crime more times. Involvement of the client should be based on his own interests and voluntary decision. It must be taken into consideration the personality of the offender with respect to the level of his intelligence and ability to work in a group. In the program offenders having a major psychiatric diagnosis or offenders addicted to drugs or alcohol can't be included. Prisoners have to obey predefined rules of the program - attendance, punctuality, active cooperation on the program.

THE COURSE IS BASED ON SOME IMPORTANT PRINCIPLES:

- Adults make decisions independently. Their experience must play an important role in the learning process.
- Adults gathered a wide range of knowledge through their own life; these can be added in the process of learning new knowledge.
- Adults are focused on the outcome and the training program helps them to achieve their goals.
- Adults emphasise on importance of matter, so clearly stated reason for newfound knowledge considerably accelerates the learning process.
- Adults are practical, so learning should be focused on practical knowledge that will enhance their motivation to learn.

FEEDBACK

Clients conduct evaluation of programs orally or in a written form at the end of each meeting. Clients evaluate the courses in general very good, the topics which they appreciate most are topics such as employment opportunities, conduct immediately after his release from prison and personal bankruptcy (often wished as a free theme). The next two most valued topics are practicing job interview and dealing with crime past, especially how to present criminal past.

The evaluation questionnaires show that clients are most happy with the lecturers and the atmosphere. When the lecturers asked whether the participants think that the completion of the program will help them better succeed in the labour market, they responded mostly very positive. For participants was the most learned (understand) information in the program legal and illegal work, next most helpful topic was possibilities of employment and how to effectively use free time. Even among other topics clients reported an above-average evaluation.

COMING FROM THE PRACTICES

Our experience shows that successful implementation of the program "Get to Work" in prisons depends mainly on two factors.

Firstly it is teaching skills of the lecturers, when the lecturer tries at least to minimally motivate clients to the voluntary completion of the program. This contributes good understanding of the objectives of the program, the specific benefits that clients win from completion of the program. For clients must be also understandably clarified with the role of lecturers (not as a repressive tool of supervision, but as experts and partners). These motivational factors need to be repeatedly communicated to clients during the program. Certain degree of negative motivation of clients also appears to be useful; it means certain obligation involvement in the program for example as a part of probation. Quality of negative motivation should not be higher than positive motivation, for example what the client obtained if will attend the "Get to Work" program and will successfully terminate it.

Secondly, therapeutic relationship between trainer and client appear as an important motivational factor. Individual approach, sincerity, unaffected interest, acceptance, empathy are recommended. Only then is possible to keep

3. Motivation program "Get to work"
4. Debt counselling when at liberty
5. Employment counselling at liberty and employment mediation

A more detailed description of the individual activities is given in the following sections of this study.

CASE WORK IN PRISON AND PREPARATION FOR RELEASE

As it was already mentioned, Jana began participating with our organization as early as before she commenced her prison sentence. The key issues back then were matters relating to debts. She met with an employment counsellor only once. The search for employment was not relevant, because of her parental leave and her 3.5 year sentence she was about to undergo. Jana participated with us on the resolution of her debt matters also during her prison sentence by correspondence and during meetings in person with a counsellor within our Movable Debt Advice activity. She prepared for her release by participating in the program "Get to Work", which provides comprehensive information and specific advice on how to search and find employment with a criminal record.

GROUP MEETINGS IN PRISON

At our meetings in the prison we inform convicts on our offer of programs in the prison and at liberty and we encourage them to participate. Even though Jana already knew well RUBIKON Centre, she took part in one of our discussion in August 2012.

PARTICIPATION IN PRISON WITHIN THE PROGRAM "GET TO WORK"

The objective of the program "Get to Work" is to inform its participants about the basic principles on how to successfully seek employment. It teaches how to properly prepare a résumé, cover letter, the best way how to present oneself during interviews and how to disclose the delicate topic of their criminal past during the interview. It also provides information on labour-law relationships and advises on how to understand the specific "language of advertisements". The program also deals with the matter of structured handling of problems and conflicts, managing anger, etc. It is led interactively and uses the group dynamic.

Literature, gastronomy, computers

Personal & Other Prerequisites

Communication skills, reliability, manual skills, fast learning skills, time flexibility

CASEWORK

REASON OF INVOLVEMENT

In March 2011 Jana's probation officer informed her about the RUBIKON Centre, which she contacted and with which she initiated participation in work and eventually also debt counselling. A year later the court transformed her probation sentence into a custodial sentence and thus she began her prison sentence. We were not in contact with Jana for several months. Jana turned to us again in August 2012 through a letter from prison. She participated in two of our activities we organized in the prison, a course "Get to Work" and "Movable Debt Advice". When the half of Jana's sentence was approaching, Jana requested from us a confirmation on her participation which she could then attach to her parole application she desired to submit. Finally this failed to happen, because Jana's sentence was unexpectedly terminated by the president's amnesty in January 2013. In February of the same year Jana took up an employment training position for a period of 6 months at the RUBIKON Centre branch in Ústí nad Labem. During this period she once again participated in our programs on employment and debt issues, although this time, at liberty. Soon after the employment ended at the RUBIKON Centre Jana entered a job she found on the free labour market, which she has retained for almost a year, and where she was promoted already within the first several months. We contacted Jana again in spring 2015 to find out that her employment and personal situation was good. She maintained the job for the same employer, had the same partner, took care of her son and had a nice relationship with her mother.

PARTICIPATION WITHIN INDIVIDUAL ACTIVITIES OF THE RUBIKON CENTRE

Jana participated in a total of five activities within the services of the RUBIKON Centre.

These were:

1. Movable Debt Advice organized in the prison
2. A meeting organized in the prison

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clients in touch and encourage them to give energy towards more intensive re-socialization behaviour. In this case entering to a personal relationship and keeping it is more important than strict adherence to the thematic structure of the program.

During the realization another motivational factor for cooperation in program arise - the possibility to get support in searching job and solving debts issues after release. Therefore lecturers offer prisoners cooperation specifically in searching job, solving debts issues and helping with offices, accommodation and others.

The most effective model of work with prisoners became a model, in which we enter in contact with prisoner already in prison and could motivate them for changing style of life – especially motivate them to find a job and solve the debts issues. It is also important to bring prisoners positive news that nothing is lost and there are some organizations and employees interested in them. But it is important not to finish the work with prisoner already in prison but continue after release.

CHANGES AND ADAPTATION DURING 12 YEARS OF REALIZATION

We adapted programs for different groups and for different conditions of prisons during twelve years of realization. The programs are variable for selection of topics, for adaptation to different groups and also for creating new topics if participants are asking for them.

In time came also need to link program with reality out of prison. We reached this by inviting real employees to the program. For many employees it was very valuable experience to meet offenders in prison and have a job interview with them. On the other side prisoners had possibility to try job interviews with employees and ask them about jobs issues.

In time arose also need to link program "Get to Work" to programs after release and debt counselling, which is big issue for most inmates. Because financial literacy itself is extensive theme, it was not possible to include it in the program. Lecturers have learned the basics of debt counselling to be able to answer basic questions, but prisoners referred to the possibility of participation in the programs of Financial Literacy. Clients are also encouraged to make contact with our organization or similar one after their release.

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EXAMPLE OF EXERCISE – LABOUR LEGAL AND ILLEGAL

Instructions for lectures

It is clear that illegal employment will be for a variety of client's solution from the situation.

On the one hand the illegal labour is a risky matter; on the other hand for many people it is the most viable solution. The lecturers must sensitively accept this reality; however, their position of the teacher cannot approve it. Capital importance has their position on the subject of short-term and long-term benefits, which should direct clients to the long term effort to obtain legal work.

Exercises:

Think about the advantages and disadvantages of work "off the books". What more cross your mind? Divide them into short and long term:

	ADVANTAGES	DISADVANTAGES
SHORT TERM	I do not pay taxes and therefore I have higher income	
	I must sign a contract and make a commitment	
LONG TERM		

because she naturally let go of friends who accompanied her during the period of her drug addiction and criminal activities.

RÉSUMÉ AND LABOUR MARKET CAREER

Jana drew up her first résumé in participation with an employment counselor of the RUBIKON Centre, because she was not aware of whether and how she should include intervals between employments caused by her sentence or drug addiction, needless to say, during which she did not work. Her employment experience was of short duration and with interruptions. That is also why the employment training position in the RUBIKON Centre was suitable for Jana. As a result, she not only acquired experience in the administrative field, which she would like to further pursue, but also a valuable recommendation for a future employer, which helped the fact that Jana's former lack of professional experience was no longer of much of an importance to the new employer.

RÉSUMÉ

Education

1994 – 1999 Primary School
 2004 - 2005 Hotel School, accomplished first year
 1999 – 2003 Episcopalian Grammar School – accomplished fourth year (out of eight years)

Employment

2009 - 2011 Registered at the Labour Office, active search of employment
 2008 ...- Position: production worker
 2007 Fast food KEBAB, - Position: customer attendant
 2005 – 2007 Club ...- Position: waitress

Language Skills

German – moderately advanced command
 English – moderately advanced command

Other Skills

Good user knowledge of PC (MS Office)

Interests

with whom she also shared a household after her release. Jana never spoke about the father of her child. The father of Jana no longer lives. Unfortunately, her mother also passed away last year. Jana is intelligent. She studied four years at a multi-year grammar school, but discontinued her studies due to her drug addiction. She also studied a secondary hotel school which she attended shortly before entering prison. Jana currently lives with her son and has a steady partner, who received vocational education in the field of construction.

MOTIVATION

In one of our interviews Jana stated that it was in prison, where she realized for the first time that she is a mother. Hence, her biggest motivation to work and lead a regular life is her five-year old son whom she takes care of. Employment training in the RUBIKON Centre helped her in her decision to pursue further studies. The last time we were in contact with Jana was when she applied for long-distant studies at a business college. She was very keen on completing her studies which would help her in finding a fulfilling job in the future.

CRIMINAL CAREER

Jana studied a multi-year grammar school and came into contact with drugs when she was 17. At first she used marijuana, then hallucinogens, and eventually she came to crystal meth to which she became addicted shortly after. She found a partner who manufactured drugs. They started to live and produce crystal meth together. Less than two years later, Jana was sentenced to 18 months of probation for the production of narcotics. Her partner received a custodial sentence and Jana was left alone and fully addicted to crystal meth. She could not produce the drug herself, so she acquired financial resources for crystal meth through theft for which the court transformed her probation into a custodial sentence. In such situation she unintentionally became pregnant and her son was born. Once he was of the age one, Jana commenced her sentence in the Velké Přílepy Prison. The length of her sentence was 3.5 years. She was released after 20 months on the basis of an amnesty of the president.

HUMAN RESOURCES

The greatest support for Jana before, during and after her sentence was her mother, later her partner, colleagues from the RUBIKON Centre and her employment counsellor. Her motivation was her little son. The circle of friends significantly narrowed after she decided to make a positive change in her life,

Notes for participants

The employer will not pay for you social and health insurance.

If you are working "off the books" during the registration at the employment office and while you are receiving unemployment compensation and social benefits, you are committing the crime of fraud and non-payment of taxes and insurance. You risk removal from the register of employment office and loss of claim to unemployment compensation and additional benefits.

The penalties for illegal work were toughened, the maximum amount of the penalty is increased from 10 000 CZK to 100 000 CZK.



SUMMARY

RUBIKON Centrum realizes program „Get to Work” since 2003. During these 12 years the course has undergone several modifications and was adapted to variety of groups and possibilities in prisons, but the topics and methods remain the same. The courses were also realised on freedom. In prisons over 6 hundred prisoners attended the program in more than 60 runs (January 2016). The courses were realised in 16 prisons (in the Czech Republic there are 25 ordinary prisons in all). We have received positive feedback from both - the audience and by the prison service and its implementation is planned in the coming years.

Used sources:

Survey among employers regarding the employment of people with criminal records (LMC 2015)

Survey Effectiveness of supervision of persons conditionally released (Institute of Criminology and Social Prevention 2008), <http://www.ok.cz/iksp/docs/348.pdf>

Statistics of the Czech Statistical Office, https://www.czso.cz/csu/czso/regiony_mesta_obce_souhrn

Statistics of the Ministry of Justice, <http://cslav.justice.cz/InfoData/uvod.html>

Statistics of Prison Service ČR, <http://www.vscr.cz/generalni-reditelstvi-19/informacni-servis/statistiky-a-udaje-103/statisticke-rocenky-1218/>

Statistics of Probation and Mediation Service ČR, <https://www.pmscr.cz/statistika/>

Research on criminal recidivism and repeat offenders (IKSP 2011) <http://docplayer.cz/377158-Kriminalni-recidiva-a-recidiviste.html>

Survey of Effectiveness of supervision of persons conditionally released (Institute of Criminology and Social Prevention 2008), <http://www.ok.cz/iksp/docs/348.pdf>

Statistics Police PČR: <http://www.policie.cz/statistiky-kriminalita.aspx>

Manual of Motivation Program ZZ (Probation and Mediation in Justice 2003)

Manual of Motivation Program ZZ (Probation and Mediation in Justice 2011)

Manual of Motivation Program ZZ (RUBIKON Centrum 2015)

Jana, 28 years old**Case study**

RUBIKON Centrum – CZ, Lenka Ouředníčková

BASIC DATA

Name/code: Jana

Age: about 30

Marital status: single

Education: primary level education

DIAGNOSIS**PHYSICAL AND HEALTH DESCRIPTION**

Like the majority of clients using our services, Jana coped with very little self-confidence at the beginning of our cooperation too. When she entered an employment training position as an assistant, she was fresh out of prison and her longest current career was not in work, but in drugs. However, positive feedback from new colleagues and the employment counsellor helped her improve her self-perception. She also became successful in her personal life, she took care of her son and there was an improvement in the relationship with her mother, who started to trust her. She also found a new partner. Her years of addition to crystal meth are not as visible on her health condition as they usually tend to be and we can say that her health condition is good.

KNOWLEDGE, EXPERIENCE, SKILLS, ABILITIES, COMPETENCIES

Jana reached only primary education which however does not correspond to the level of her intellectual skills. Among others, her hobbies include literature. When initiating cooperation with the RUBIKON Centre, Jana's working experience was with regard to her low education solely of hand-crafted character. Within the employment training position, Jana improved her PC skills, she learned basics of the MS Office package, and finally begun to believe in herself.

SOCIAL STATUS

We know very little about the family of Jana. She was always supported by her mother who took care of her son, when she was serving her sentence, and